

# CORPORATE SUSTAINABILITY REPORT (10180)

Official Company name:

Ferreycorp

Year:

2024

Website:

www.ferreycorp.com.pe

Registered company name or trade name of the reviewing firm: <sup>1</sup>

Ferreycorp S.A.A.

RPJ (Register of Legal Entities):

B60001

## I. ENVIRONMENT AND CLIMATE CHANGE

### Environmental Policy

Question 1	YES	NO	Explanation:
Does the company have an environmental policy or management system that includes environmental commitments?	X		<p><b>Environmental Policy</b></p> <p>In 2021, the Corporate Environmental Policy was published. Updated in 2024, it contemplates the corporation's environmental commitments detailed below:</p> <ol style="list-style-type: none"> <li>1. To prevent environmental pollution in our operations.</li> <li>2. To comply with legal and other environmental requirements assumed in our operations.</li> <li>3. To review the product portfolio of our principals to promote those products that use innovative technologies that have less impact on the environment.</li> <li>4. To anticipate customer demand for innovative, eco-efficient and sustainable products and services.</li> <li>5. To participate in the life cycle of our products through component repair programs, rebuilding of machinery, remanufacturing of spare parts and disposal in the secondary market, and even in their scrapping or recovery of parts and elements that can be used in a next life and thus recycled in the economy.</li> <li>6. To seek to reduce direct and indirect negative environmental impacts along our value chain, including distribution and logistics processes, by encouraging our suppliers and customers to reduce their footprint. In addition, companies that provide us with outsourcing services must be aligned with our environmental standards and procedures within our facilities.</li> <li>7. To contribute to the mitigation of climate change through the constant and sustained reduction of our carbon footprint and the use of clean energy and take measures in our operations to reduce the risks associated with climate change.</li> <li>8. To ensure environmental due diligence and mainstreaming of the environmental management system.</li> <li>9. To have an environmental system based on world-class standards, which allows us to evaluate and control significant environmental aspects, continuously improving our environmental performance; to this end, we must carry out environmental measurements in order to</li> </ol>

			<p>reduce impacts and compensate for them where possible.</p> <p>10. To maintain strategic objectives, targets and indicators aligned with the SDGs.</p> <p>11. To optimize processes, taking into account digitalization and other technological tools, in order to reduce the use of paper and other resources.</p> <p>12. To promote greater environmental awareness throughout the organization, employees and suppliers through communication programs.</p> <p>(*) For more information, visit the Environmental Management Policy: <a href="https://fcsaprdferreycorp01.blob.core.windows.net/fcsaprdferreycorp01/2023/10/2024-aprobada-Politica-Corporativa-de-Medio-Ambiente.pdf">https://fcsaprdferreycorp01.blob.core.windows.net/fcsaprdferreycorp01/2023/10/2024-aprobada-Politica-Corporativa-de-Medio-Ambiente.pdf</a> .</p> <p><b>Environmental Management System</b></p> <p>The corporation's companies carry out their environment-related activities through an environmental management system aligned with ISO 14001. In this way, it defines the environmental aspects that must be regulated through corporate guidelines, operational plans and controls, as well as verification of environmental incidents. At the same time, Fargoline and Forbis Logistics have certified their environmental management system under ISO 14001 for their facilities in Callao (Peru); the company Vixora, for its headquarters in Lima (Peru); and the company Trex, for its facilities in Antofagasta (Peru) and Santiago (Chile).</p> <p><b>Commitments (2030 environmental objectives of Ferreycorp in Peru and Trex in Chile):</b></p> <ul style="list-style-type: none"> <li>● To reduce carbon footprint in categories 1 and 2 by 15% with respect to 2023.</li> <li>● To reduce purchased energy consumption by 15% compared to 2023.</li> <li>● To reduce water consumption by 15% with respect to the year 2023.</li> <li>● To reduce the proportion of waste generated that goes to landfill to 45% by 2030.</li> <li>● To prevent the generation of 10,000 tons of metal waste from 2023 to 2030, through the certified reconstruction and <i>overhaul</i> program.</li> <li>● To exceed by 10% the annual End-of-Use Tire (ELT) recovery target established by law.</li> </ul>
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- a. If the answer to question 1 is affirmative, indicate the name of the document evidencing the policy or management system adopted by the company, the date of approval and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Corporate Environmental Policy (updated in June 2024).	05/14/2021	2021
Integrated Corporate Safety, Health and Environment Policy (for more than 20 years).	01/01/2017	2017

b. If the answer to question 1 is affirmative, specify:

	YES	NO	Explanation:
<i>Has this environmental policy or management system been approved by the Board?</i>		X	The policy has been approved by the General Management.
<i>Does this environmental policy or management system contemplate risk management, identification, and measurement of the environmental impacts of their operations related to climate change (*)?</i>	X		The policy expressly indicates the commitment to contribute to the mitigation of the effects of climate change on the corporation and the adoption of measures to reduce the risks associated with this phenomenon. In addition, the Environmental Management System contemplates the evaluation and control of significant environmental aspects in order to mitigate the impacts that the operations of the corporation and its subsidiaries may have on the environment. As part of environmental management, in 2022, the corporation carried out a climate risk assessment along the value chain, identifying both physical and transition risks, and at the end of 2024, the assessment process began to identify the most relevant physical and transition risks for the corporation, in different time scenarios 2030, 2040 and 2050.
<i>Does the company have an annual report evaluating the results of its environmental policy, which has been brought to the knowledge of the Board?</i>	X		The Annual Report presents the results of the corporation's environmental management. The Board prior to publication approves this document and is taken to the Nominating, Compensation, Corporate Governance and Sustainability Committee of the Board of Directors. There is also a Sustainability Report published on the website.

(\*) Society is expected to consider, in managing climate change, the “physical” aspects (floods, landslides, droughts, desertification, etc.) and/or the aspects of “transition” to a new low-carbon economy (use of new technologies, decarbonization of investment portfolios, etc.).

<b>Question 2</b>	<b>YES</b>	<b>NO</b>	<b>Explanation:</b>
<i>Has the company, during the fiscal year, been subject to any investigation, community complaint, public controversy or been imposed any corrective measure, precautionary measure, fine or other sanction involving its violation of environmental regulations? (*)</i>		X	

(\*) The company is expected to consider in this point those investigations, community complaints, public controversies or corrective measures, precautionary measures, fines or other sanctions, which are linked to impacts of a material nature. According to the definition of the Global Reporting Initiative, material aspects are understood as those aspects that reflect significant economic, environmental, and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

- a. If the answer to question 2 is affirmative, indicate the type of investigation, community complaint, public controversy, corrective action, precautionary measures, fine or other sanction.

<b>Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction</b>	<b>Status or situation</b>

- b. Indicate whether the company maintains in force any investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction involving non-compliance with environmental regulations initiated in previous fiscal years, as well as the status or situation thereof at the close of the year:

<b>Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction</b>	<b>Status or situation</b>
<p>Soltrak received in 2024 a final report from OEFA as a result of a 2023 supervision. There are no observations for environmental impact, only administrative issues.</p> <p>In 2024 Motomaq was notified of an administrative noncompliance for having submitted documentation regarding waste management through the filling office when it should have been via the specific platform of the Ministry of the Environment (Sigersol).</p> <p>During 2024, a Ferreyros facility received a complaint from a neighbor for noise nuisance.</p>	<p>Soltrak has submitted its respective statements of objections and is awaiting the authority's response on the submitted statements of objections.</p> <p>In 2024 Motomaq was administratively sanctioned.</p> <p>At Ferreyros, noise monitoring was carried out by both the company and the municipal authority, and it was determined that there is no exceedance of the Environmental Quality Standards ECA-noise.</p>

### Greenhouse Gas Emissions (GHG)

Question 3	YES	NO	Explanation:
Does the company measure its GHG emissions (*)?	X		<p>Yes, Ferreycorp and its companies have been measuring their GHG emissions since 2017, gradually increasing the scope and coverage of measurement.</p> <p>In the year 2024 the report of GHG emissions generated in the year 2023 was made): The GHG emissions registry considers Ferreycorp S.A.A. and its subsidiaries in Peru (Ferreycorp, Ferreyros, Unimaq, Orvisa and its subsidiary Motomaq, Forbis Logistics, Fargoline and Soltrak) and in Chile (Trex), achieving a total of 66 locations evaluated, between individual headquarters, shared and operations in customers, reaching a sales coverage of 90.84%. Since 2023, in addition to the indicators measured in categories 1, 2, 3 and 4 in the previous year, category 3 included for the first time the transport of land cargo (dispatch) and air and sea imports.</p> <p>This year 2025, GHG emissions generated in 2024 are being processed: The GHG emissions registry considers Ferreycorp S.A.A. and its subsidiaries in Peru (Ferreycorp, Ferreyros, Unimaq, Orvisa and its subsidiary Motomaq, Forbis Logistics, Fargoline and Soltrak) and in Chile (Trex), and for the first time El Salvador (Motored and Cogesa) and Guatemala (Gentrac) and their operations are being considered in the footprint measurement, achieving a total of 82 locations evaluated between individual headquarters, shared and</p>

			operations in clients. The measurement of categories 1, 2, 3, 3, 4 and 5 is being completed.
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(\*) Greenhouse Gas Emissions (GHG): Gases in the atmosphere, of natural or human origin that trap the sun's energy in the atmosphere, causing it to heat up (Law No. 30754, Framework Law on Climate Change, or regulation that replaces or modifies it).

a. If the answer to question 3 is affirmative, specify:

Name of the document	Information required
<i>If the company has a certification, report or the report from a third party that evidences the measurement of total GHG emissions (*), indicate its name, date of issue and whether it is valid at the close of the fiscal year.</i>	<p>We do have carbon footprint measurements verified by an independent third party from 2017 to 2023. These measurements are performed in compliance with the principles of the GHG Protocol and the guidance of the international standard ISO 14064-1. Verification certificates for these emissions can be found on the corporation's website at <a href="https://www.ferreycorp.com.pe/sostenibilidad/responsabilidad-social/">https://www.ferreycorp.com.pe/sostenibilidad/responsabilidad-social/</a> (Enter to the "Environment" tab)</p> <p>GHG emissions 2023 have been measured at the end of the expired year, are audited and have a verification statement issued by SGS:</p> <p>Name: PE24 Statement</p> <ul style="list-style-type: none"> <li>• /00000241 Greenhouse Gas Verification Statement Opinion.</li> <li>• Criteria against which the verification was performed: ISO 14064-1:2018.</li> <li>• Corresponds to emissions 2023: The Greenhouse Gas emissions inventory from 01/01/2023 - 12/31/2023 of the company (Note: does not become invalid as it is verifying emissions for a specific year).</li> <li>• Date of the Verification Statement: July 26, 2024</li> <li>• GHG sources included: <ul style="list-style-type: none"> <li>Category 1: Direct emissions (mobile combustion: own vehicles, fuel consumption in machinery; stationary combustion: fuel consumption in machinery; fugitive emissions: refrigerant gases, welding and fire extinguishers).</li> <li>Category 2: Indirect emissions from purchased electrical energy.</li> <li>Category 3: Indirect GHG emissions from transportation (emissions generated by: Air and maritime product imports, product dispatch, air travel, personnel commuting in buses contracted by the company, Fargo internal transportation, personnel commuting to work, electricity consumption-work from home, waste land, land product imports, and cab commuting).</li> <li>Category 4: Indirect GHG emissions from products used by the organization (emissions associated with water consumption, paper and cardboard consumption and from the decomposition of solid waste generated).</li> </ul> </li> <li>• Link to statement 2023: <a href="https://fcsaprdferreycorp01.blob.core.windows.net/fcsaprdferreycorp01/2024/07/1.-Declaracion-de-verificacion-Unido-.pdf">https://fcsaprdferreycorp01.blob.core.windows.net/fcsaprdferreycorp01/2024/07/1.-Declaracion-de-verificacion-Unido-.pdf</a></li> </ul> <p>In addition, the Sustainability Report is audited under the ISAE 3000 standard in the GRI criteria, achieving compliance with the standards:</p>

	<ul style="list-style-type: none"> <li>• GRI-305-1: Direct GHG emissions (scope 1).</li> <li>• GRI-305-2: Indirect GHG emissions when consuming energy (scope 2).</li> <li>• GRI 305-3: Other indirect GHG emissions (scope 3).</li> <li>• GRI 305-4: Intensity of GHG emissions.</li> </ul>
<i>If the company has an internally developed platform, tool or standard for measuring total GHG emissions (*), indicate the name of the platform, its implementation date and, if applicable, its last update.</i>	<p>There is a digital platform called Ecodatos, which compiles various environmental indicators, including the information used to calculate the corporation's carbon footprint, in scopes 1 and 2 for several years, so there is historical data on emissions. In 2023, the information was expanded to measure categories 3 and 4, and as of 2025, category 5 can be measured.</p> <p>Category 1: Direct emissions.</p> <p>Category 2: Electricity.</p> <p>Category 3: Third-party transportation (transportation of waste, transportation of personnel paid by the company, and air travel of personnel, transportation of land, air and sea cargo) and <i>home office</i>.</p> <p>Category 4: Water consumption, paper and cardboard consumption, generation of organic waste.</p> <p>Category 5: Use of the product by the client (Ferreyros-Rentafer rental fleet).</p>

(\*) The total GHG emissions generated by a company are referred to as its corporate carbon footprint.

b. If the answer to question 3 is affirmative, provide the following information for the last three (3) years:

Year(****)	Total GHG Emissions (MT CO2e)		
	Scope 1 (*)	Scope 2(**)	Scope 3(***)
2021	1,611.59	1,725.06	
2022	6,362.08	2,609.54	5,434.22
2023	6,320.3	3,097.2	37,722.4

(\*) **Scope 1:** GHG emissions that are directly generated by the company. For example, emissions from combustion in boilers, furnaces, vehicles, etc.

(\*) **Scope 2:** GHG emissions generated indirectly by the use of energy by the company.

(\*) **Scope 3:** All other GHG emissions generated indirectly by the company. For example: air travel, land travel, paper consumption, employee transportation, etc.

(\*\*\*\*) in 2021 measured the footprint of 13 main facilities and 66 facilities in 2022 and 2023.

Each exercise is closed in December of the year and validated and audited in the following year. Thus, the carbon footprint on which action plans are carried out are those of the following year.

Question 4	YES	NO	Explanation:
<i>Does the company have objectives or targets to reduce GHG emissions?</i>	X		By 2024, the goal was set to implement 40 eco-efficiency projects related to GHG emissions reduction, water efficiency and waste



			<p>management. These included emission reduction projects such as installing solar panels, replacing mobile units with more eco-efficient ones, implementing electric forklifts, LED lighting, and automation, among others.</p> <p>At the end of 2024, Ferreycorp completed its corporate decarbonization plan, which includes the companies in Peru and Chile, and sets medium-term objectives (2030) for reducing emissions in categories 1 and 2. The goal is to reduce GHG emissions by 15% with respect to the base year 2023.</p>
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- a. If the answer to question 4 is affirmative, indicate the name of the document supporting the objectives and targets for reducing GHG emissions by society, the approval date of the objectives or targets and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
<b>Annual Report 2024</b>		<b>2025</b>
Objectives Sub-manager of corporate and environmental services	01/01/2024	From 2020

- b. If the answer to question 4 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>	x		The General Management approves the objectives as part of the strategic planning, which are then approved by the Board of Directors. The Annual Report is also approved by the Board of Directors.

### Water:

Question 5	YES	NO	Explanation:
<i>Does the company measure its water consumption (in m<sup>3</sup>) in all its activities?</i>	X		The 2024 measurement considers Ferreycorp S.A.A. and its subsidiaries in Peru (Ferreycorp, Ferreyros, Unimaq, Orvisa and its subsidiary Motomaq, Forbis Logistics, Fargoline and Soltrak), and Chile (Trex), El

			<p>Salvador (Motored and Cogesa) and Guatemala (Gentrac), as well as their operations, achieving in 2024 a total of 62 locations evaluated, between individual and shared headquarters.</p> <p>It should be noted that the 2024 measurement includes 16 additional facilities of three Central American companies that were not considered in the 2023 measurement.</p> <p>The 2024 measurement will be audited together with the Sustainability Report, which is currently under development.</p>
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If the answer to question 5 is affirmative, provide the following information for the last three (3) years:

Year	Total Water Use (m³)
2022	126,617
2023	132,327
2024	189,339

Question 6	YES	NO	Explanation:
Does the company measure its water footprint (*)?	X		<p>Ferreycorp has been gradually measuring the water footprint of its main facilities and taking measures to reduce it. It has measured the water footprint of CDR, La Joya, Rentafer and Fargoline Callao.</p> <p>In 2022, Ferreycorp was awarded its first Blue Certificate by the National Water Authority (ANA), a recognition granted to water-responsible companies for measuring, reducing, and executing a related social project. This fiscal year was carried out at the Spare Parts Distribution Center (CDR), which supplies more than 30 Ferreyros warehouses throughout Peru, achieving a reduction of more than 30% in</p>

			<p>water consumption, equivalent to 6,135 m<sup>3</sup> of water.</p> <p>Likewise, the case of Works for Taxes related to the water project in Cusco was presented, which benefited more than 2,000 people, achieving for them an increase in the availability of drinking water of more than 126,000 m<sup>3</sup> per year.</p>
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(\*) **Water Footprint:** indicator that defines the total volume of water used and impacts caused by the production of goods and services. It considers direct and indirect water consumption throughout the production process, including its different stages in the supply chain ("Standard that Promotes the Measurement and Voluntary Reduction of the Water Footprint and Shared Value in hydrographic basins" - Head Resolution No. 023-2020-ANA, or standard that replaces or modifies it).

In case the answer to question 6 is affirmative, specify:

Water footprint measurement	Required information
If the company has a certification, report or the report from a third party that evidences the measurement of its water footprint, indicate its name, date of issue and whether it is valid at the close of the fiscal year.	<p>There is a calculation report from a specialized consulting firm with extensive demonstrable experience validates that the water footprint study for Ferreycorp was conducted under the parameters of the ISO 14046 standard. This measurement process is a requirement to apply for the National Water Authority's Blue Certificate (Certificado Azul de la Autoridad Nacional del Agua).</p>
If the company has an internally developed platform, tool or standard for measuring its water footprint, indicate the name of the platform, its implementation date and, if applicable, its last update.	<p>In 2022, the digital platform Ecodatos was implemented, which consolidates information on various environmental indicators, including the water consumption of more than 80 headquarters of 12 of the corporation's companies at present.</p> <p>In this way, company and site managers review the evolution of their consumption, identify opportunities for improvement and use this information in making decisions.</p> <p>In addition, Ferreycorp proposes projects to its subsidiaries to achieve the reduction targets established in the environmental strategy.</p>

Question 7	YES	NO	Explanation:
Does society have objectives or targets to reduce its water use?	X		<p><b>Medium term:</b> As part of the Corporate Environmental strategy, objectives have been established for the year 2030. In the water axis, the following stands out:</p> <ul style="list-style-type: none"> <li>To reduce water consumption by 15% with respect to the year 2023.</li> </ul> <p>The General Management approves the objectives as part of the strategic planning, which are then approved by the Board of Directors.</p> <p><b>Short term:</b> In 2024, measures have been carried out to reduce water consumption, such as the implementation of flow regulators in 12 facilities, technified irrigation equipment in four facilities, and the replacement of water-saving toilets in five headquarters. These actions are aligned with the objective of implementing water efficiency plans in all the facilities located in water-stressed areas by 2030.</p> <p>By 2025, it is planned to install water-saving pipes at 22 headquarters, water-saving toilets at eight headquarters, and to complete the design stage of a new wastewater treatment plant at one of the main headquarters.</p>

- a. If the answer to question 7 is affirmative, indicate the name of the document in which the objectives or targets for reducing water consumption adopted by the company, the date of approval and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Medium-term objectives: Annual Report 2024  Short-term objectives: Objectives of the Corporate Services and Environment Assistant Manager  Sustainability objectives of the subsidiary companies  Financial Management Objectives  General Management Objectives Corporate Services and Environment	February 2025	2025

b. If the answer to question 7 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>	X		The objectives are approved by the General Management as part of the strategic planning, and then approved by the Board of Directors. The Annual Report is also approved by the Board of Directors.

Question 8	YES	NO	Explanation:
<i>Does the company control the quality of its effluents (*)?</i>	X		Domestic and industrial wastewater is generated. To prevent negative environmental impacts, most of the workshops have primary treatment systems for industrial wastewater. Secondary treatment plants are used at sites where greater treatment is required. There is a corporate program for environmental monitoring of effluents at various sites of the corporation, through the service of accredited laboratories.

(\*) **Effluent:** Direct discharge of wastewater into the environment, whose concentration of polluting substances must comply with the Maximum Permissible Limits (MPL) regulated by Peruvian legislation. Wastewater is considered wastewater whose characteristics have been modified by anthropogenic activities, it requires prior treatment and can be discharged into a natural body of water or reused (Glossary of Terms for Peruvian

If the answer to question 8 is affirmative, indicate the name of the document that evidences the effluent control:

Name of the document
Sustainability Report 2024 (audited by SGS, under the best practices of the Global Reporting Initiative (GRI) standards and the ISAE 3000 assurance standard).

**Energy:**

Question 9	YES	NO	Explanation:
Does the company measure its energy consumption (in kWh)?	X		<p>The 2024 measurement considers Ferreycorp S.A.A. and its subsidiaries in Peru (Ferreycorp, Ferreyros, Unimaq, Orvisa and its subsidiary Motomaq, Forbis Logistics, Fargoline and Soltrak), and Chile (Trex), El Salvador (Motored and Cogesa) and Guatemala (Gentrac), as well as their operations, achieving in 2024 a total of 82 facilities evaluated between individual and shared headquarters and operations at customers' facilities.</p> <p>It should be noted that the 2024 measurement includes 16 additional headquarters of three Central American companies that were not included in the 2023 measurement.</p> <p>The 2024 measurement is audited together with the Sustainability Report, which is currently under development.</p>

If the answer to question 9 is affirmative, the following information corresponding to the last three (3) years:

Year	Total Energy Consumption (kWh)
2022	38,461,339
2023	39,285,556
2024	47,270,528

Question 10	YES	NO	Explanation:
Does the company have objectives or targets to reduce its energy consumption?		x	<p>Medium term:</p> <p>As part of the Corporate Environmental strategy, objectives have been established for the year 2030, and those related to energy use are as follows:</p> <ul style="list-style-type: none"> <li>• To reduce purchased energy consumption by 15% with respect to the year 2022.</li> <li>• To reach 30% of mobile units (vehicle fleet and own and rented mobile equipment with more eco-efficient technology (NGV, hybrid, electric).</li> </ul> <p>In 2024, as part of the objectives set, the first stage of solar panels was implemented in the Arequipa branch of Ferreyros, with 80 kWp of installed power, which will allow a projected saving of 29 tons of carbon per year.</p> <p>Other measures deployed in 2024 include the replacement of LED lighting in 12 stores, the replacement of seven vehicles that are more eco-efficient than combustion vehicles, the replacement of 14 combustion forklifts with electric ones, the second stage of solar showers in La Joya, and the implementation of adiabatic air conditioning systems in La Joya. In addition, the contract for more eco-efficient buses for the Surco headquarters (two CNG powered buses) was started and Fargoline converted six gasoline-powered vans to CNG fuel. By 2025, Ferreyros has set the objectives of implementing solar panels at the Cajamarca branch of Ferreyros, replacing combustion forklifts with</p>

			electric ones, replacing 13 vehicles in the fleet of vans, automation at four sites, LED lighting at eight sites, and replacing air conditioning at four main sites.
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- a. If the answer to question 10 is affirmative, indicate the name of the document evidencing the reduction objectives adopted by the company, the approval date and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
<b>Medium-term objectives:</b> Annual Report 2024	February 2025	2025
<b>Short-term objectives:</b> Corporate Services and Environment Assistant Manager Corporate Services and Environment	November 2024	2024

- b. If the answer to question 10 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>	x		The objectives are approved by the General Management as part of the strategic planning, and then approved by the Board of Directors. The Annual Report is also approved by the Board of Directors.

### Solid Waste

#### Question 11

	YES	NO	Explanation:
<i>Does the company measure the solid waste it generates (in tons)?</i>	X		The 2024 measurement considers Ferreycorp S.A.A. and its subsidiaries in Peru (Ferreycorp, Ferreyros, Unimaq, Orvisa and its subsidiary Motomaq, Forbis Logistics, Fargoline and Soltrak), and Chile (Trex), as well as their operations, achieving in 2024 a total of 66 locations evaluated between individual and shared



			headquarters and operations at customer facilities. The 2024 measurement is audited together with the Sustainability Report, which is currently under development.
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If the answer to question 11 is affirmative, provide the following information corresponding to the last three years:

Year	Hazardous solid waste (TM) (*)	Non-hazardous solid waste (TM) (**)	Total solid waste (TM)
2022	836.21	1,333.87	2,170.08
2023	1,026.15	1,709.2	2,735.35
2024	1,279.04	2,414.91	3,693.95

(\*) **Hazardous solid wastes:** Hazardous solid wastes are considered to be those contemplated in Appendix III of the Regulations of Legislative Decree No. 1278, Legislative Decree that approves the Law on Integral Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or regulation that replaces or modifies it.

(\*\*) **Non-hazardous solid wastes:** Non-hazardous solid wastes are considered to be those contemplated in Appendix V of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integral Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or regulation that replaces or modifies it.

Question 12	YES	NO	Explanation:
Does the company have objectives or targets to manage (reduce, recycle or reuse) its solid waste?	X		<p><b>Medium term:</b></p> <p>As part of the Corporate Environmental strategy, targets have been established for the year 2030 for Ferreycorp's headquarters in Peru and Trex in Chile, and those related to waste generation at those locations are as follows:</p> <ul style="list-style-type: none"> <li>To reduce the proportion of waste going to landfill to 45%.</li> <li>To achieve that 80% of the premises that have canteens where food is prepared, valorize organic waste, avoiding the generation of greenhouse gases.</li> </ul> <p><b>Short term:</b></p>

			<p>In 2024, as part of the objectives set, the recovery of organic waste was implemented at seven sites. Also, as part of the prevention of waste generation and the promotion of the circular economy in operations, four types of more eco-efficient packaging were implemented. First, Kraft cardboard <i>mailers</i> replaced cardboard boxes in two of the group's companies. Secondly, polypropylene netting replacing <i>stretch film</i> for internal shipments to branches. Third, the replacement of conventional <i>stretch film</i> with 50% recycled domestic <i>ecostretch film</i>. Lastly, the replacement of <i>stretch film</i> with reusable sleeves and straps.</p> <p>In 2025, we plan to carry out zero waste diagnostics at four main sites and extend good packaging practices to other processes and companies of the corporation.</p>
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- a. If the answer to question 12 is affirmative, indicate the name of the document showing the solid waste management objectives adopted by the company, the approval date, and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
<b>Medium-term objectives:</b> Annual Report 2024  <b>Short-term objectives:</b> Objectives Corporate Services and Environment Corporate Services and Environment Objectives Corporate Services and Environment Corporate Services and Environment	February 2025	2025

b. If the answer to question 10 is affirmative, specify:

	YES	NO	Explanation:
<i>Have these reduction objectives or targets been approved by the Board?</i>	x		The objectives are approved by the General Management as part of the strategic planning and then approved by the Board of Directors. The Annual Report is also approved by the Board of Directors. The Organizational Development and Sustainability Committee also approves the respective objectives.

## II. SOCIAL

### Stakeholders:

#### Question 13

	YES	NO	
<i>Has the company identified the risks and opportunities in relation to its stakeholders (such as, for example, employees, suppliers, shareholders, investors, authorities, customers, community, etc.)?</i>	x		

a. If the answer to question 13 is affirmative, indicate:

	YES	NO	Explanation:
<i>Do you have an action plan to manage risks and opportunities in relation to your stakeholders?</i>	X		Each material issue identified is addressed by corporate initiatives and programs, with their own objectives and indicators, and is managed by different management, as explained in the following section.
<i>Does the company have a report evaluating the results of its action plan and has it been brought to the attention of the Board?</i>	X		The results of stakeholder engagement are set out in the Annual Report, which is approved by the Board of Directors, and in the Audited Sustainability Report. Action plans with shareholders and investors are the responsibility of the

			<p>Finance Management and are reported to the Nomination, Remuneration, Corporate Governance and Sustainability Committee, including investor relations activities, holding shareholder meetings and quarterly conferences, among others.</p> <p>Action plans with employees are the responsibility of the Human Resources Management of the corporation and its subsidiaries and are reported to the aforementioned committee.</p> <p>Actions with customers are the responsibility of the Marketing and Business departments and include the measurement of satisfaction surveys and complaint handling processes.</p> <p>The relationship with authorities is carried out by administrative and legal areas and is monitored through the legal management in its annual compliance report submitted to the Audit and Risk Committee.</p>
<i>Do you publicly report your action plan and progress in relation to your stakeholders?</i>	X		This information is also included in the Annual Report and the Audited Sustainability Report.

- b. If the answer to question 13 is affirmative, indicate the name of the document that evidences the company's action plan in relation to its stakeholders.

Name of the document
Annual Report 2024

Question 14	YES	NO	Explanation:
<i>During the fiscal year, has the company had any controversy or material conflict (*) with any of its</i>		X	During the year, Ferreycorp S.A.A. has

<i>stakeholders, including the social conflicts contained in the Social Conflicts Report of the Ombudsman's Office (**) and the Willaqniki Report on social conflicts issued by the Presidency of the Council of Ministers (***)?</i>			not been subject to any process of this nature for the aforementioned issues.
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(\*) In accordance with the definition of the Global Reporting Initiative, materials are understood to be those aspects that reflect significant economic, environmental, and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

(\*\*) A "social conflict" should be understood as "a complex process in which sectors of society, the State and companies perceive that their objectives, interests, values or needs are contradictory, and that contradiction can lead to violence." Source: Deputy Ombudsman for Prevention of Social Conflicts and Governance of the Office of the Ombudsman of Peru (Adjuntía para la Prevención de Conflictos Sociales y la Gobernabilidad de la Defensoría del Pueblo del Perú). Report of Social Conflicts No. 186 (August-2019), Lima, 2019, p.3.

(\*\*\*) The "social conflict" is defined as "a dynamic process in which two or more social actors perceive that their interests are in conflict, generally over the exercise of a fundamental right or access to goods and services, adopting actions that may constitute a risk or threat to governance and/or public order. As a social process it can escalate into scenarios of violence between the parties involved, meriting the articulated intervention of the State, civil society and the productive sectors. Social conflicts are addressed when the demands that generate them are within Government policies and their guidelines." Source: Secretariat for Social Management and Dialogue of the Presidency of the Council of Ministers. ABC of the Secretariat for Social Management and Dialogue. Lima, 2018, p.3.

If the answer to question 14 is affirmative, indicate the material controversy or conflict with any of your stakeholders; the status or situation thereof and the starting year in which said controversy or conflict began:

Controversy or conflict	Status or situation	Starting year

Question 15	YES	NO	Explanation:
<i>Does the company include Environmental, Social, and Corporate Governance (ESG) aspects in its criteria for purchasing and/or selecting suppliers of goods and/or services?</i>	X		<p>A large part of the corporation's purchases are made from global companies with very high standards and ESG reporting. Such is the case of Caterpillar, Metso, AGCO, Chevron, 3M, Goodyear, Kimberly Clark, among others.</p> <p>In addition, for local acquisitions, there is a Supplier Code of Conduct, which aims to establish the guidelines for behaviour required of suppliers in the development of their activity, maintaining an ethical commitment, with social and environmental responsibility. Particularly noteworthy is the requirement for an anti-</p>

			<p>corruption policy and respect for workers' rights. This policy is part of all contracts signed with suppliers. Furthermore, we have a Corporate Standard for the Development of Non-Commercial Suppliers, which seeks to promote their growth and make them develop and become more competitive. There is also a General Standard for Non-Commercial Purchases and Supplier Management. Suppliers of Ferreycorp and its subsidiaries receive training on issues related to sustainable procurement management and the corporation's ethical guidelines, criteria that are taken into account in the selection and approval processes. In the case of non-commercial suppliers, an approval process that includes ESG aspects is available.</p>
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If the answer to question 15 is affirmative, indicate the name of the document that evidences the inclusion of ESG aspects in the criteria for purchase and/or selection of suppliers of goods and/or services:

Name of the document
Supplier Code of Conduct Corporate Standard for Due Diligence on Customers, Suppliers and Employees Internal Approval Form for Contractors

### **Labor Rights**

Question 16	YES	NO	Explanation:
<p><i>Does the company have a labor policy?</i></p>	X		<p>Ferreycorp has the following documents: Internal Work Regulations, Talent Management and Development Policy, Corporate Gender Equity Policy, Corporate Standard and Prevention and</p>

			Punishment of Sexual Harassment, General Standard on Ferreycorp S.A.A. Salary Policy, among others specific to the health and safety of the employees.
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a. If the answer to question 16 is affirmative, specify:

	YES	NO	Explanation:
<i>Has this labor policy been approved by the Board?</i>		X	The labor policies have been approved by the General Management.
<i>Does the company have a report evaluating the results of its labor policy and has it been made known to the Board?</i>	X		The Board has a Nominating, Remuneration, Corporate Governance and Sustainability Committee, which monitors the results related to employees

b. If the answer to question 16 is affirmative, indicate whether such labor policy includes and/or promotes, as appropriate, the following topics; as well as specify the name of the document evidencing its adoption, approval date and the year since it has been applied:

	Yes	No	Name of the document	Approval date	Year since it has been applied
<i>a. Equality and non-discrimination.</i>	X		Corporate Equity, Diversity and Inclusion Policy	08/17/2021	2018
<i>b. The diversity.</i>	X		Corporate Equity, Diversity and Inclusion Policy	08/17/2021	2018
<i>c. Prevention of sexual harassment (*).</i>	X		Corporate Standard for the Prevention and Punishment for Sexual Harassment	10/18/2019	2019
<i>d. Prevention of harassment and sexual harassment offenses (**).</i>	X		Corporate Standard for the Prevention and Punishment for Sexual Harassment	10/18/2019	2019
<i>e. Freedom of association and collective bargaining.</i>	X		Corporate Human Rights Policy	07/13/2021	More than 20 years

<i>f. Eradication of forced labor.</i>	X		Corporate Human Rights Policy	07/13/2021	More than 20 years
<i>g. Eradication of child labor.</i>	X		Corporate Human Rights Policy	07/13/2021	More than 20 years

(\*) Take into consideration the scope of Law No. 27942.

(\*\*) Take into consideration the scope of articles 151-A and 176-B of the Penal Code, respectively.

c. Indicate the number of men and women within the organization and the percentage they represent of the total number of employees.

Employees	Number	Percentage of total employees
Women	1,614	20%
Men	6,364	80%
TOTAL	7,978	100%

Question 17	YES	NO	Explanation:
<i>Has the company during the fiscal year been subject to investigation or been imposed any corrective action, precautionary measure, fine or other sanction related to non-compliance with labor, health and safety, forced labor or child labor standards?</i>	X		During 2024, inspections were carried out by the inspection authority at the subsidiaries Ferreyros, Unimaq and Soltrak. There were eight labor inspections, basically in the areas of occupational health and safety and social and labor obligations.

- a. If the answer to question 17 is affirmative, indicate the type of investigation, corrective measure, precautionary measure, fine or other sanction to which the company has been subject during the fiscal year related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction	Status or situation
During 2024, inspections were carried out by the inspection authority at the subsidiaries Ferreyros, Unimaq and Soltrak. There were eight labour inspections, mainly in the area of occupational health and safety and social and labour obligations.	These are currently in process. Routine inspections: Sunafil visits companies to review a series of regulatory compliance issues, mainly related to occupational health and safety, but does not conduct an investigation.



In addition, seven legal proceedings were initiated (reinstatement of social benefits, arbitrary dismissal, among others).	Legal proceedings initiated: Claims filed by former employees due to discrepancies in the reimbursement of benefits or termination conditions, but which are under discussion in the corresponding instances.
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- b. Indicate whether the company maintains in force investigations, corrective measures, precautionary measures, fines or other sanctions from previous years related to non-compliance with labor, health and safety, forced labor or child labor standards, as well as the status or situation of the same at the close of the year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine, or other sanction	Status or situation
In 2024, between Ferreycorp and its subsidiaries Ferreyros, Unimaq, Orvisa, Fargoline, Soltrak, there were 58 labour inspections in force and 57 legal proceedings in progress (reinstatement of social benefits, arbitrary dismissal, reinstatement, among others) with no final rulings to date.	At the end of the year, nine proceedings were closed in favor of the corporation's companies. The rest are currently in process.

Question 18	YES	NO	Explanation:
<i>Does the company perform an annual assessment of its compliance or observance of Occupational Health and Safety standards?</i>	X		Ferreycorp has developed a Safety, Occupational Health and Environmental Management System of high standards, which reflects the commitment to protect employees, society and the environment, in line with corporate values such as fairness, integrity and respect for the individual. This system includes regulatory aspects, dissemination mechanisms, monitoring and follow-up.

Question 19	YES	NO	Explanation:
<i>Does the company keep a record of occupational accidents?</i>	X		The record of occupational accidents considers Ferreycorp S.A.A. and its subsidiaries Ferreyros, Unimaq, Orvisa, Fargoline, Soltrak, Soluciones Sitech Perú,

			Forbis Logistics and Motriza.
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If the answer to question 19 is affirmative, indicate the following information corresponding to labor accidents (\*) of direct (\*\*) and controlled (\*\*+) employees of the company in the last three (3) years:

Indicator	Year	(Year - 1)	(Year - 2)
Year	2024	2023 - 2022	2022 - 2021
No. of Direct Employees	7,316	6,161	5,613
Total Hours worked by all direct employees during the fiscal year	15,463,348.63	13,327,665.3	11,424,754.8
No. of Minor Accidents (Direct Employees)	13	10	13
No. of disabling accidents (Direct Employees)	20	15	36
No. of Fatal Accidents (Direct Employees)	0	0	0

Indicator	Year	(Year - 1)	(Year - 2)
Year	2024	2023 - 2022	2022 - 2021
No. of employees hired	6,142	6,702	7,123
Total Hours worked by all hired employees during the fiscal year	3,683,856.31	3,232,839.4	3,220,208.4
No. of Minor Accidents (Contracted employees)	2	0	2
No. of disabling Accidents (Contracted employees)	9	7	10
No. of Fatal Accidents (Contracted Employees)	0	0	0

(\*) **Minor Accident:** An event whose injury, as a result of the medical evaluation, results in the injured person taking a short rest with a maximum return to his/her usual work the following day.

**Disabling Accident:** Event whose injury, as a result of the medical evaluation, results in rest, justified absence from work and treatment.

**Fatal Accident:** Event whose injuries result in the death of the worker.

**Source:** Glossary of Terms of the Regulations to Law No. 29783 - Occupational Safety and Health Law (Glosario de Términos del Reglamento de la Ley N° 29783 – Ley de Seguridad y Salud en el Trabajo), Supreme Decree No. 005-2012-TR or regulation that replaces or modifies it.

(\*\*) Direct employees are considered to be all those directly linked to the company through any type of contract.

(\*\*\*) Contracted employees are considered to be all those who perform outsourced activities.

Question 20	YES	NO	Explanation:
Does society measure its work climate?	X		A Work Climate Survey is conducted every year. During 2024, the Work Climate Survey was applied at the corporate level.

a. If the answer to question 20 is affirmative, specify:

	YES	NO	Explanation:
<i>Does the company have objectives or targets to improve its work climate?</i>	X		Ferreycorp has work climate objectives for each of its business and corporate units and for each of its companies. Various elements are measured, including <i>engagement</i> . Each unit establishes action plans to improve the working environment, which are permanently evaluated and monitored by the Corporate Human Resources Management and the Human Resources Managements of each subsidiary. There is a platform for monitoring each action plan.

- b. If you have indicated that you have objectives or targets to improve your working environment, indicate the name of the document in which these objectives are evidenced, date of approval and the year since it has been applied:

Name of the document	Approval date	Year since it has been applied
Objectives of General Managers of all the companies of the corporation have a Work Climate objective.	01/01/2023	2007

Question 21	YES	NO	Explanation:
<i>Does the company have a talent management policy for its employees?</i>	X		Ferreycorp and its companies have a corporate talent development management policy and carry out action plans in each of the companies.

- a. If the answer to question 21 is affirmative, indicate the name of the document that supports the talent management policy for your employees:

Name of the document
Corporate Policy on Talent Management and Development

a. If the answer to question 21 is affirmative, specify:

	YES	NO	Explanation:
<i>Has such talent management policy been approved by the Board?</i>	X		The policy has been approved by the General Management and presented to the Organizational Development and Sustainability Committee of the Board of Directors.

Question 22	YES	NO	Explanation:
<i>Does the company have procedures to identify and sanction sexual harassment and workplace hostility?</i>	X		

(\*) Take into consideration the scope of Law No. 27942 on sexual harassment and Supreme Decree No. 003-97-TR on labor hostility or any regulation that replaces or modifies it.

If the answer to question 22 is affirmative, indicate the name of the company's document that supports the procedures to prevent sexual harassment and workplace hostility:

Name of the document
Corporate Procedure of the Protocol for dealing with cases of sexual harassment in the workplace.

## Human Rights

Question 23	YES	NO	Explanation:
<i>Does the company have an internal and external policy or management system that includes a grievance/complaints channel to address human rights impacts?</i>	X		The Corporate Code of Ethics specifies the following: "We are characterized by being respectful and fair in our dealings with others. We are honest and fair in our business relationships, as well as defenders of human rights, seeking to ensure that our actions do not affect the rights of others". Any complaint of this nature can be registered

			<p>through the Whistleblower Channel of the Corporate Ethics and Compliance System.</p> <p>During 2024, as part of the updating of the Code of Ethics, the chapter on the prevention of sexual harassment was strengthened.</p> <p>In addition, since 2021, there has been a Corporate Human Rights Policy in which it is mentioned that Complaints Channel of the Ethics and Corporate Compliance System is the official means to file reports/complaints related to Human Rights.</p>
<p><i>Does the company record and respond, within a specified timeframe, to the results of investigations arising from the grievance/complaints referred to in the preceding question?</i></p>	X		<p>The corporation has an Ethics Officer, responsible for dealing with grievance/complaints with the Code of Ethics and other compliance system policies, including the Corporate Human Rights.</p>

If the answer to question 23 is affirmative, indicate the name of the document evidencing the internal and external management policy or system adopted by the company, the date of issue and the year since its implementation:

Name of the document	Approval date	Year since it has been applied
Corporate Human Rights Policy	07/13/2021	2021

a. If the answer to question 23 is affirmative, indicate:

	YES	NO	Explanation:
<p><i>Does the company have a report assessing the results of its internal and external management policy or system to remedy human rights impacts?</i></p>	X		<p>The Ethics Officer periodically submits a report to the Board on cases of non-compliance with the Code of Ethics.</p>
<p><i>Does the company have an organization-wide training on human rights issues?</i></p>	X		<p>Employees of the corporation are trained in the Corporate Code of Ethics. Likewise, suppliers are trained on the corporation's ethical and sustainability principles, which include topics such</p>

			as prevention of child labor, forced labor and sexual harassment, as well as ensuring freedom of association, respect for diversity, among other criteria.
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### III. ADDITIONAL INFORMATION

Question 24	YES	NO	Explanation:
<i>Does the company have an international certification in Corporate Sustainability?</i>	X		In 2024, Ferreycorp was included for the third consecutive year in the S&P Global <i>Sustainability Yearbook</i> and reaffirmed its position as the only Peruvian company to be included in all editions of the Dow Jones Sustainability Index for the MILA-Pacific Alliance region, which it has been included in for the seventh consecutive year.

If the answer to question 24 is affirmative, indicate the certification that the company has and indicate the web link where it can be validated.

International Certification	Web link
<i>Sustainability Yearbook 2024</i>	<a href="https://bit.ly/42QoaEk">https://bit.ly/42QoaEk</a> <a href="https://bit.ly/3CVt73V">https://bit.ly/3CVt73V</a>
<i>Dow Jones Sustainability Index MILA – Alianza Pacífico</i>	<a href="https://bit.ly/42Qkv9i">https://bit.ly/42Qkv9i</a>

Question 25	YES	NO	Explanation:
<i>Does the company have a Corporate Sustainability Report other than this report?</i>	X		Ferreycorp publishes an annual Sustainability Report prepared in accordance with the Global Reporting Initiative (GRI) Standards, which is publicly available on its

			website, and whose summary is part of the Annual Report
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If the answer to question 25 is affirmative, indicate the name of the report and the web link through which the latest available report can be accessed:

Name of the Report	Web Link
Audited Sustainability Report 2024	<a href="https://bit.ly/4hzfxT2">https://bit.ly/4hzfxT2</a>