

#### **Annual Report 2024**

#### 5.3 Environmental dimension

Ferreycorp and its subsidiaries are committed to environmental management through specific programs that implement, monitor and audit plans to mitigate environmental risks, in line with one of the fundamental pillars of its corporate strategy, which is sustainability.

Focused on reducing the impact of climate change in all its operating areas, Ferreycorp has defined a corporate environmental strategy comprising four lines of action: climate, energy and emissions; water and effluents; waste and materials; and product sustainability. In this way, the corporation focuses its management efforts on generating positive impacts and reducing negative ones in these areas.

As part of its environmental strategy, Ferreycorp has defined medium-term objectives (year 2030), based on a statistical model, for the Ferreycorp companies located in Peru and for Trex in Chile:

| Axis                   | Objective by 2030  |
|------------------------|--|
| Climate,<br>energy and | Reduce by 15% the carbon footprint in categories 1 and 2 with respect to the year 2023.                                    |
|                        | Reduce purchased energy consumption by 15% compared to 2023.   |
| Water and effluents    | Reduce water consumption by 15% compared to 2023.  |
|                        | Reduce the proportion of waste generated at our own sites that goes to landfill to 45% by 2030.                            |
| Product                | Prevent the generation of 10,000 tons of metal waste from 2023 to 2030 through the certified rebuild and overhaul program. |
| sustainability         | Exceed the annual end-of-life tire (ELT) recovery target established by law by 10%.  |

Likewise, to broaden its scope, a Decarbonization Plan has been developed for the aforementioned companies, which includes environmental projects aimed at reducing the footprint of categories 1, 2, 3 and 4.

It should be noted that, each year, Ferreycorp determines and approves short-term strategic objectives, aligned with medium-term objectives.

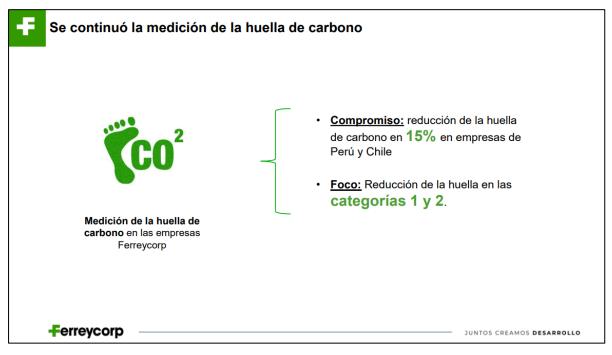
Environmental objetives published in the Annual Report approved by the General Meeting of Shareholders.

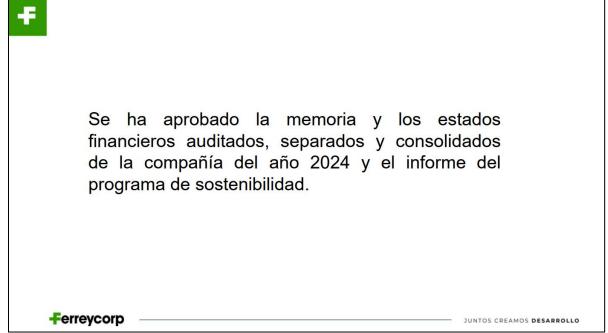






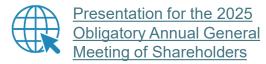
## Approval of the 2024 Annual Report by the General Meeting of Shareholders







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# Reduction targets by 2030 (Peru and Trex in Chile)





## Reduction targets by 2030 (Peru and Trex in Chile)

Tabla No. 01: Medium-term 2030 environmental objectives for Peru and Trex in Chile approved by the General Shareholders' Meeting

| Axis                      | Objective by 2030  |
|---------------------------|--|
| Climate, energy           | Reduce carbon footprint in categories 1 and 2 by 15% compared to 2023  |
| and emissions             | Reduce purchased energy consumption by 15% compared to 2023  |
| Water and effluents       | Reduce water consumption by 15% compared to 2023   |
| Waste and materials       | Reduce the proportion of waste generated at our own sites that goes to landfill to 45% by 2030                             |
| Product<br>Sustainability | Prevent the generation of 10,000 tons of metal waste from 2023 to 2030 through the certified rebuild and overhaul program. |
| Gustairiability           | Exceed by 10% the annual end-of-life tire (ELT) recovery target established by law.  |

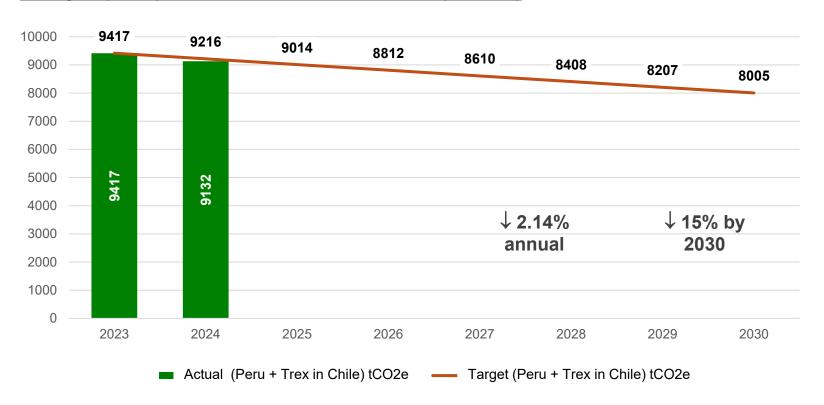






## Carbon footprint reduction targets (Categories/Scopes 1 and 2) by 2030

#### Ferreycorp Corporation: Peru and Trex in Chile (66 sites)



Our objective is to reduce the carbon footprint (Categories/scopes 1 and 2) by 15% compared to the 2023 baseline year.

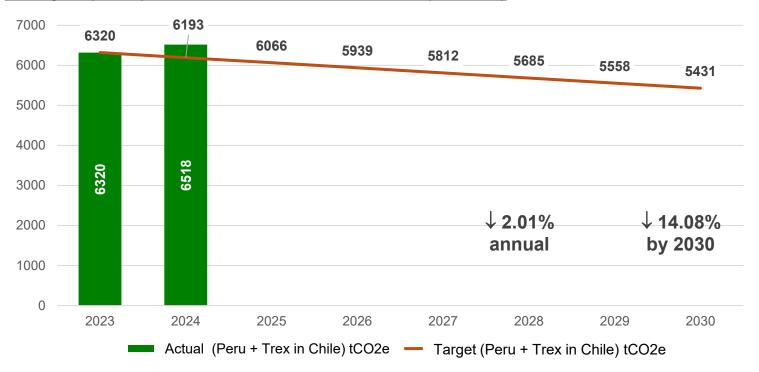






### Carbon footprint reduction targets (Category/Scope 1) by 2030

#### Ferreycorp Corporation: Peru and Trex in Chile (66 sites)



Our objective is to reduce the carbon footprint (Category/scope 1) by 14.08% compared to the 2023 baseline year.

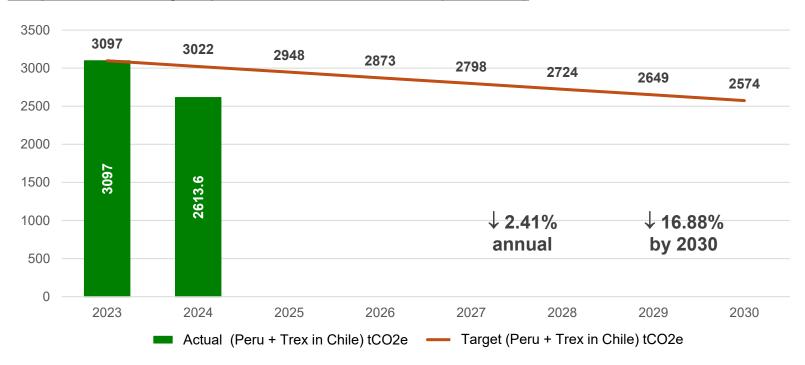






### Carbon footprint reduction targets (Category/Scope 2) by 2030

#### Corporación Ferreycorp: Perú and Trex en Chile (66 sedes)



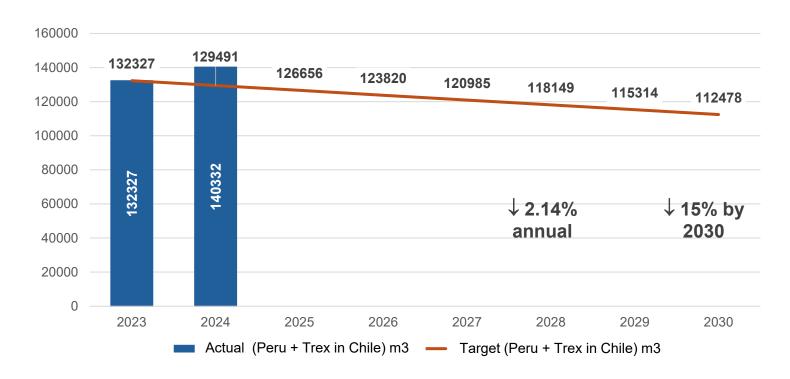
Our objective is to reduce the carbon footprint (Category/scope 2) by 16.88% compared to the 2023 baseline year.







#### Ferreycorp Corporation: Peru and Trex in Chile (45 sites)



These objectives and targets have been approved by the General Meeting of Shareholders.

Our objective is to reduce water consumption by 15% (m³) compared to the 2023 baseline year.



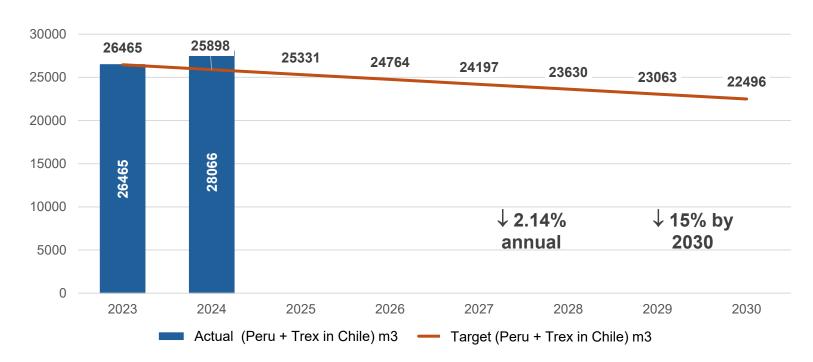
The data is aligned with the GRI 303 – 3 (2018) methodology.





#### **Consumption = Withdrawal - Discharge**

#### Ferreycorp Corporation: Peru and Trex in Chile (45 sites)



These objectives and targets have been approved by the General Meeting of Shareholders.

Our objective is to reduce water consumption by 15% (m³) compared to the 2023 baseline year.



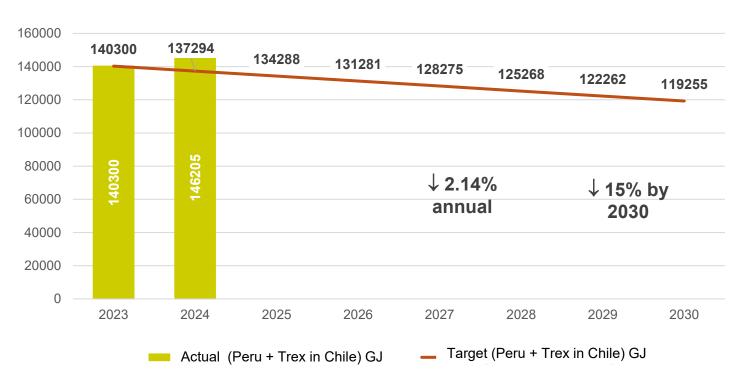
This objective refers to net water consumption, defined as (withdrawal - discharge). The adjustment was made in comparison to previous years due to the GRI 303-5 (2018) standard.





## Purchased energy consumption reduction targets (GJ) by 2030

#### Ferreycorp Corporation: Peru and Trex in Chile (66 sites)



Our objective is to reduce purchased energy consumption by 15% (GJ) compared to the 2023 baseline year.

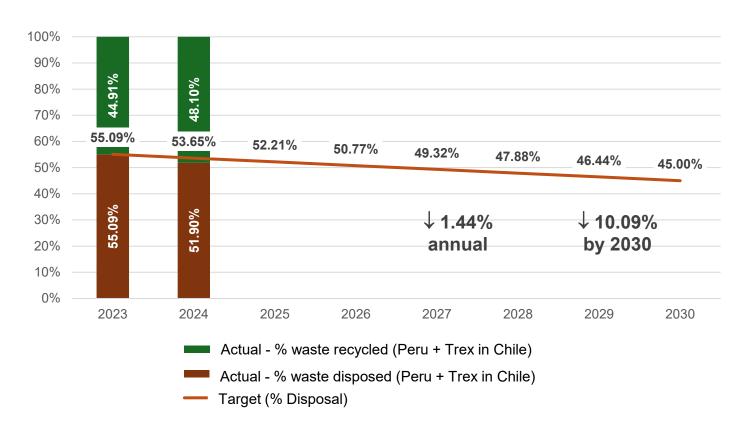






## Proportion of waste sent to landfill reduction targets by 2030

#### Ferreycorp Corporation: Peru and Trex in Chile (46 sites)



Our objective is to reduce the proportion of waste generated at our own sites that is sent to landfill to 45% by 2030.

This represents a 10.09% reduction compared to the 2023 baseline year.







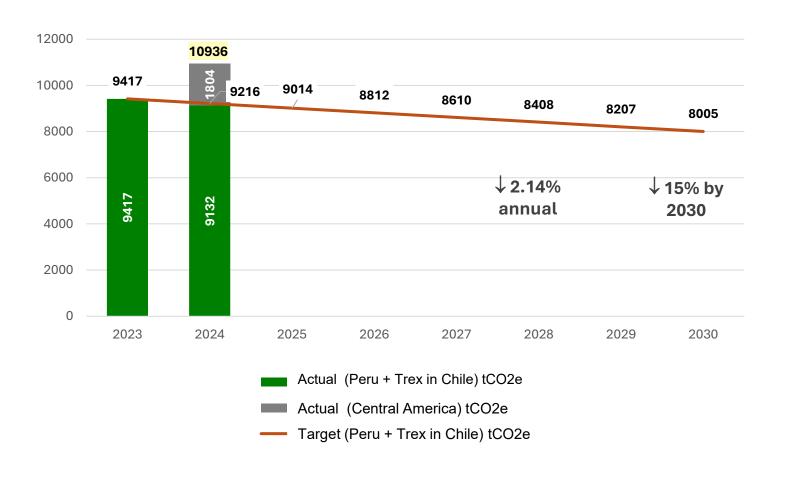
## Reduction Targets by 2030 including Central America





### Carbon footprint reduction targets (Categories/Scopes 1 and 2) by 2030

#### Ferreycorp Corporation: Peru, Trex in Chile, and Central America (82 sites)



Our objective is to reduce the carbon footprint (Categories/Scopes 1 and 2) by 15%, with 2023 as the baseline year. This applies to the companies in Peru and Trex in Chile.

In 2024, for the first time, the carbon footprint (Categories/Scopes 1 and 2) of Central America was measured. Therefore, its results are presented in the chart along with the actual emissions from Peru and Chile for that same year. The Central America footprint is shown in gray, while the footprint for Peru and Trex in Chile is shown in green.

The total categories/scopes 1 and 2 emissions for Central America, Peru, and Chile combined amounted to 10936 tCO<sub>2</sub>e in 2024.

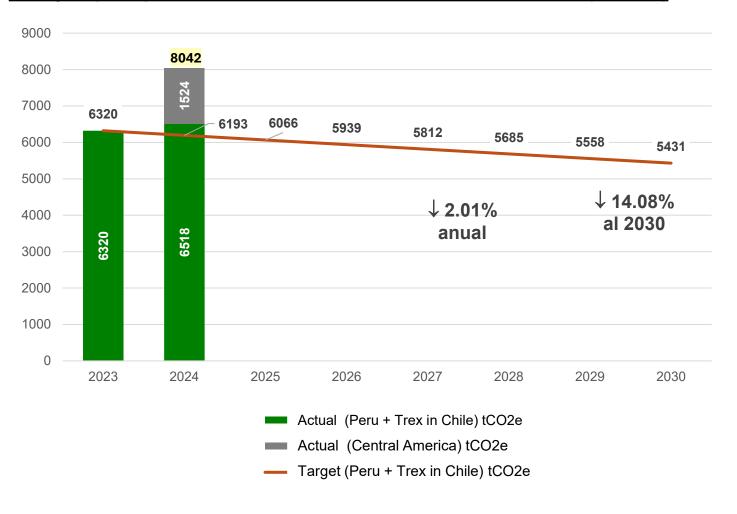






#### Carbon footprint reduction targets (Category/Scope 1) by 2030

#### Ferreycorp Corporation: Peru, Trex in Chile, and Central America (82 sites)



Our objective is to reduce the carbon footprint (Category/Scope 1) by 14.08%, with 2023 as the baseline year. This applies to the companies in Peru and Trex in Chile.

In 2024, for the first time, the carbon footprint (Category/Scope 1) of Central America was measured. Therefore, its results are presented in the chart along with the actual emissions from Peru and Chile for that same year. The Central America footprint is shown in gray, while the footprint for Peru and Trex in Chile is shown in green.

The total category/scope 1 emissions for Central America, Peru, and Chile combined amounted to 8042 tCO<sub>2</sub>e in 2024.

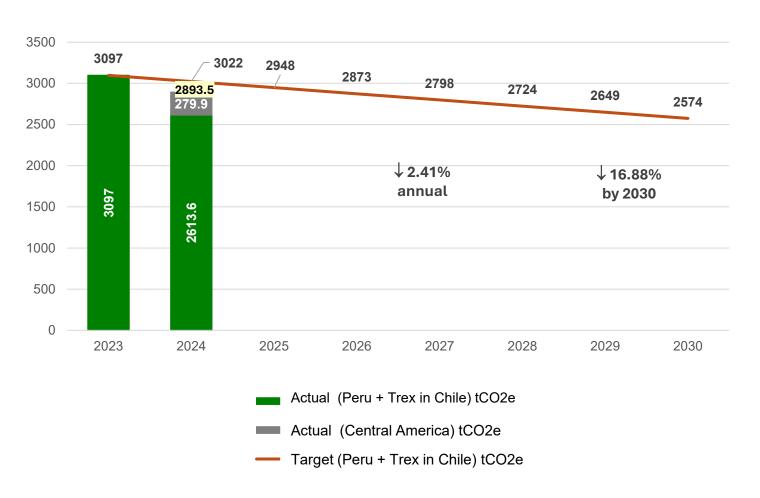






### Carbon footprint reduction targets (Category/Scope 2) by 2030

#### Ferreycorp Corporation: Peru, Trex in Chile, and Central America (82 sites)



Our objective is to reduce the carbon footprint (Category/Scope 2) by 16.88%, with 2023 as the baseline year. This applies to the companies in Peru and Trex in Chile.

In 2024, for the first time, the carbon footprint (Category/Scope 2) of Central America was measured. Therefore, its results are presented in the chart along with the actual emissions from Peru and Chile for that same year. The Central America footprint is shown in gray, while the footprint for Peru and Trex in Chile is shown in green.

The total Category/Scope 2 emissions for Central America, Peru, and Chile combined amounted to 2893.5 tCO<sub>2</sub>e (2024).







## Carbon footprint reduction targets (Categories/Scopes 1 and 2)

Considering the 66 sites (Peru + Trex in Chile) measured in 2023, the following annual reduction targets have been established for category/scope 1, category/scope 2, and the combined total (categories/scopes 1 + 2).

| Sites                              | Carbon Footprint<br>tCO2 e | 2023 | 2024   | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|------------------------------------|----------------------------|------|--------|------|------|------|------|------|------|
| 66 sites –                         | Categories/Scopes 1+2      | 9417 | 9216   | 9014 | 8813 | 8610 | 8408 | 8207 | 8005 |
| Peru and                           | Category/Scope 1           | 6320 | 6193   | 6066 | 5939 | 5812 | 5685 | 5558 | 5431 |
| Trex in Chile                      | Category/Scope 2           | 3097 | 3022   | 2948 | 2873 | 2798 | 2724 | 2649 | 2574 |
| New:                               | Categories/Scopes 1+2      | -    | 1804.1 |      |      |      |      |      |      |
| 16 Sites in<br>Central<br>America* | Category/Scope 1           | -    | 1524.2 |      |      |      |      |      |      |
|                                    | Category/Scope 2           | -    | 279.9  |      |      |      |      |      |      |

<sup>\*</sup>Includes the sites of Gentrac in Guatemala, Cogesa in El Salvador, and Transpesa in El Salvador.

In the case of the 16 sites in Central America, since 2024 is their first year of measurement, their total footprint is being considered.





## Reduction target for 66 sites (2023) + new: 16 sites (2024)

| 66 sites in Peru and Trex in Chile                            | New: 16 Sites in Central America  |
|---|---|
| An annual reduction of 2.14% is applied to the 2023 baseline. | Since this is the first year of measurements, the carbon footprint of these sites is added to the target. |

Carbon footprint of 66 sites (Peru and Trex in Chile)

| Carbon Footprint<br>tCO2 e | Target<br>2024 |
|----------------------------|----------------|
| Categories/Scopes 1+2      | 9216           |
| Category/Scope 1           | 6193           |
| Category/Scope 2           | 3022           |



Carbon footprint of 16 sites in Central America - 2024

| Carbon Footprint<br>tCO2 e | Target<br>2024 |
|----------------------------|----------------|
| Categories/Scopes 1+2      | 1804.1         |
| Category/Scope 1           | 1524.2         |
| Category/Scope 2           | 279.9          |



Target 2024 (82 sites)

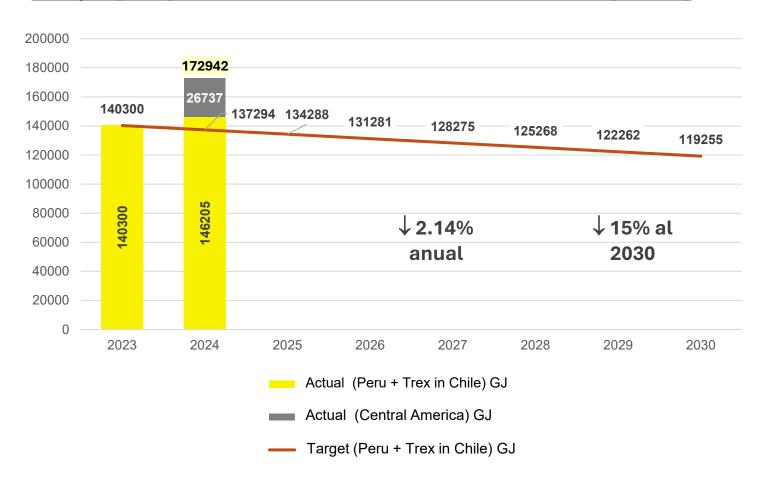
| Carbon Footprint<br>tCO2 e | Target<br>2024 |
|----------------------------|----------------|
| Categories/Scopes 1+2      | 11020.1        |
| Category/Scope 1           | 7717.2         |
| Category/Scope 2           | 3301.9         |





### Purchased energy consumption reduction targets (GJ) by 2030

#### Ferreycorp Corporation: Peru, Trex in Chile, and Central America (82 sites)



Our objective is to reduce purchased energy consumption (GJ) by 15%, with 2023 as the baseline year. This applies to the companies in Peru and Trex in Chile.

In 2024, for the first time, the purchased energy consumption of Central America was measured. Therefore, its results are presented in the chart along with the actual consumption from Peru and Chile for that same year. The Central America consumption is shown in gray, while the consumption for Peru and Trex in Chile is shown in yellow.

The total consumption for Central America, Peru, and Chile combined amounted to 172942 GJ in 2024.







## Reduction Target – Purchased Energy (GJ)

Considering the 66 sites (Peru + Trex in Chile) measured in 2023, the following annual reduction targets have been established for purchased energy consumption (GJ).

| Sites                                   | Purchased<br>Energy | 2023   | 2024   | 2025   | 2026   | 2027   | 2028   | 2029   | 2030   |
|---|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| 66 sites –<br>Peru and Trex in Chile    | GJ                  | 140300 | 137294 | 134288 | 131281 | 128275 | 125268 | 122262 | 119255 |
| New:<br>16 Sites in Central<br>America* | GJ                  | -      | 26737  |        |        |        |        |        |        |

<sup>\*</sup>Includes the sites of Gentrac in Guatemala, Cogesa in El Salvador, and Transpesa in El Salvador.

In the case of the 16 sites in Central America, since it is their first year of measurement, their total purchased energy consumption (GJ) is being considered.





## Purchased energy consumption reduction targets (GJ) by 2030

| 66 sites in Peru and Trex in Chile                            | New: 16 Sites in Central America  |
|---|---|
| An annual reduction of 2.14% is applied to the 2023 baseline. | Since this is the first year of measurements, the purchased energy consumption of these sites is added to the target. |

Purchased energy consumption of 66 sites (Peru and Trex in Chile)

Purchased energy Target 2024

GJ 137294



Purchased energy consumption of 16 sites in Central America - 2024

| Purchased energy | Target<br>2024 |
|------------------|----------------|
| GJ               | 26737          |



Purchased Target 2024

GJ 164031

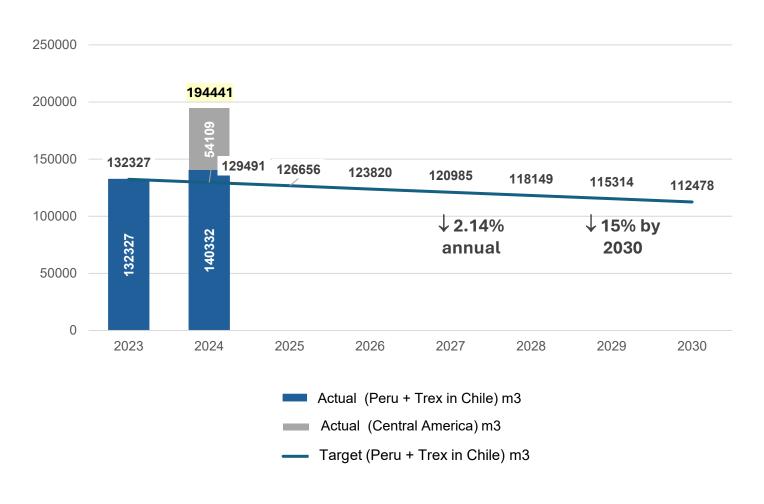
Target 2024

(82 sites)





#### Ferreycorp Corporation: Peru, Trex in Chile, and Central America (62 sites)



Our objective is to reduce water consumption (m³) by 15%, with 2023 as the baseline year. This applies to the companies in Peru and Trex in Chile.

In 2024, for the first time, water consumption in Central America was measured. Therefore, its results are presented in the chart along with the actual consumption from Peru and Chile for that same year. The Central America consumption is shown in gray, while the consumption for Peru and Trex in Chile is shown in blue.

The total consumption for Central America, Peru, and Chile combined amounted to 194441 m³ in 2024.



The data is aligned with the GRI 303 – 3 (2018) methodology.





Considering the 46 sites (Peru and Trex in Chile) measured in 2023, the following annual reduction targets have been established for water consumption (m³).

| Sites                                   | Water<br>consumption | 2023   | 2024   | 2025   | 2026   | 2027   | 2028   | 2029   | 2030   |
|---|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| 46 sites –<br>Peru + Trex in Chile      | m3                   | 132327 | 129491 | 126656 | 123820 | 120985 | 118149 | 115314 | 112478 |
| New:<br>16 Sites in Central<br>America* | m3                   | -      | 54109  |        |        |        |        |        |        |

<sup>\*</sup>Includes the sites of Gentrac in Guatemala, Cogesa in El Salvador, and Transpesa in El Salvador.

In the case of the 16 sites in Central America, since it is their first year of measurement, their total water consumption (m³) is being considered.





| 46 sites in Peru + Trex in Chile                              | New: 16 Sites in Central America   |
|---|--|
| An annual reduction of 2.14% is applied to the 2023 baseline. | Since this is the first year of measurements, the water consumption of these sites is added to the target. |

Water consumption of 46 sites (Peru and Trex in Chile)

| Water       | Target |
|-------------|--------|
| consumption | 2024   |
| m3          | 129491 |



Water consumption of 16 sites in Central America - 2024

| Water       | Target |  |  |  |
|-------------|--------|--|--|--|
| consumption | 2024   |  |  |  |
| m3          | 54109  |  |  |  |

Target 2024 (62 sites)

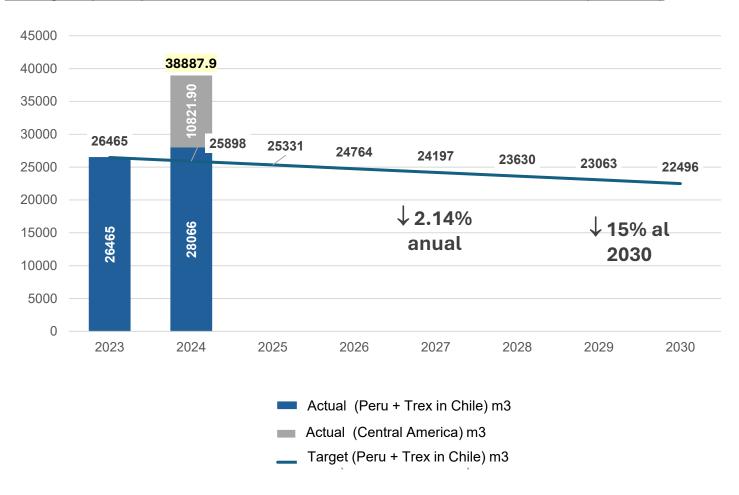
| Water consumption | Target<br>2024 |  |  |
|-------------------|----------------|--|--|
| m3                | 183601         |  |  |





#### **Consumption = Withdrawal - Discharge**

#### Ferreycorp Corporation: Peru, Trex in Chile, and Central America (62 sites)



Our objective is to reduce water consumption (m³) by 15%, with 2023 as the baseline year.

This applies to the companies in Peru and

Trex in Chile.

In 2024, for the first time, water consumption in Central America was measured. Therefore, its results are presented in the chart along with the actual consumption from Peru and Chile for that same year. The Central America consumption is shown in gray, while the consumption for Peru and Trex in Chile is shown in blue.

The total consumption for Central America, Peru, and Chile combined amounted to 38887.9 m³ in 2024.



This objective refers to net water consumption, defined as (withdrawal - discharge). The adjustment was made in comparison to previous years due to the GRI 303-5 (2018) standard.





## Water consumption reduction targets by 2030 Consumption = Withdrawal - Discharge

Considering the 46 sites (Peru and Trex in Chile) measured in 2023, the following annual reduction targets have been established for water consumption (m³).

| Sites                                   | Water<br>consumption | 2023  | 2024  | 2025  | 2026  | 2027  | 2028  | 2029  | 2030  |
|---|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| 46 sites –<br>Peru + Trex in Chile      | m3                   | 26465 | 25898 | 25331 | 24764 | 24197 | 23630 | 23063 | 22496 |
| New:<br>16 Sites in Central<br>America* | m3                   | -     | 10822 |       |       |       |       |       |       |

<sup>\*</sup>Includes the sites of Gentrac in Guatemala, Cogesa in El Salvador, and Transpesa in El Salvador.

In the case of the 16 sites in Central America, since it is their first year of measurement, their total water consumption (m³) is being considered.





#### **Consumption = Withdrawal - Discharge**

| 46 sites in Peru and Trex in Chile                            | New: 16 Sites in Central America   |
|---|--|
| An annual reduction of 2.14% is applied to the 2023 baseline. | Since this is the first year of measurements, the water consumption of these sites is added to the target. |

Water consumption of 46 sites (Peru and Trex in Chile)

Water Target 2024 m3 25898



Water consumption of 16 sites in Central America - 2024

| Water       | Target |  |  |
|-------------|--------|--|--|
| consumption | 2024   |  |  |
| m3          | 10822  |  |  |

Target 2024 (62 sites)

| Water       | Target |  |  |
|-------------|--------|--|--|
| consumption | 2024   |  |  |
| m3          | 36720  |  |  |





## **-Ferreycorp**

Incentives for employees based on the achievement of climate-related objectives



 Corporate policy on incentives for employees based on the achievement of objectives





## Corporate policy on productivity and performance bonuses for employees

#### NORMATIVA GENERAL PARA OTORGAR BONOS DE PRODUCTIVIDAD Y DESEMPEÑO A FUNCIONARIOS DE FERREYCORP

#### 1. Objetivo

La presente norma tiene como objetivo establecer los lineamientos, alcances, y criterios para otorgar bonos o bonificaciones a fin de incentivar la productividad y desempeño que FERREYCORP entregará a sus funcionarios definidos en la presente norma, considerando los criterios que se establecen de la misma, teniendo en cuenta para su otorgamiento el monto de ingresos netos y/o utilidades contables o financieras de la empresa y que logren generar como consecuencia de la venta de productos, servicios post venta, por su gestión de cobranzas, recupero de deudas o por su contribución, entre otros al cumplimiento de los objetivos establecidos de la empresa.

#### 2. Alcance

La presente Norma es aplicable al Gerente General , Gerentes Corporativos, Gerentes, y Subgerentes con vínculo laboral vigente con la empresa, en adelante se les denominará Funcionarios.

#### 3. Consideraciones Generales

- 3.1. Con el objetivo de alinear la gestión de los Funcionarios hacia el logro de los objetivos estratégicos de la empresa en la cual ejercen funciones se otorgará un incentivo por el cumplimiento de sus objetivos en la gestión de su gerencia o área o unidad la cual se denominará "Bono de Productividad".
- 3.2. La naturaleza de este bono es de ser una suma complementaria a la remuneración ordinaria con carácter variable condicionada al cumplimiento de los objetivos, y a su evaluación de desempeño.
- 3.3. El importe del Bono de Productividad en referencia se determinará tomando en cuenta la evaluación de desempeño que se haga de cada Funcionario y al logro de los objetivos del año anterior, de conformidad con el modelo y la metodología para la evaluación de desempeño establecida por Ferreycorp y cuenta con el soporte de una herramienta tecnológica que contempla Objetivos, Competencias y porcentajes de cumplimiento que alineadas con los objetivos de Ferreycorp. El periodo a evaluar es año calendario, de enero a diciembre.
- 3.4. El Gerente General en coordinación con las Gerencias de Ferreycorp define los objetivos y las competencias de la empresa, el peso de los mismos, que sumados deben dar 100% y que ambos configuran la nota final de desempeño. Los cuales después son desarrollados por los Gerentes de cada línea de negocio y staff con sus reportes para establecer los objetivos de cada área y los individuales, alineados con los de la empresa.

#### **Translated version**

This standard aims to establish the guidelines, scope, and criteria for granting bonuses or incentives to encourage the productivity and performance of Ferreycorp's executives.

Ferreycorp grants productivity bonuses to its executives. These bonuses are conditional upon the achievement of objectives and performance evaluations.

#### **Translated version**

The nature of this bonus is to be a variable amount that complements the regular salary, contingent upon the achievement of objectives and a performance evaluation.

In this context, several corporate managers have included climate change—related objectives, environmental project implementation, and carbon footprint reduction among their annual objectives for 2025.



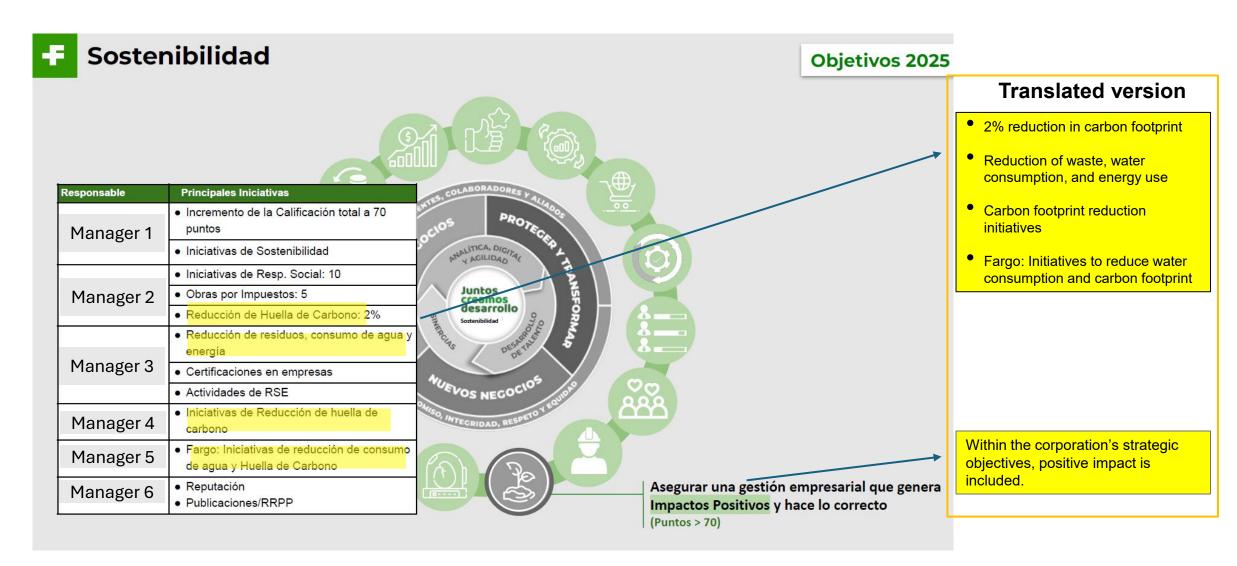


 Climate-Related Objectives and Targets of Senior Management





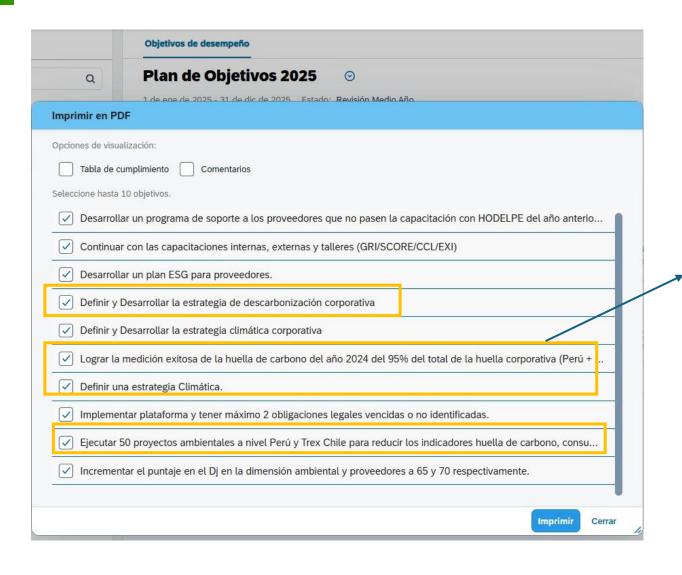
## **Sustainability Objectives and Targets of Corporate Management Presentation by General Management to Employees (02/25/2025)**







#### 2025 Objectives of the Deputy Management of Corporate Services and Environment



#### Translated version

- Define and develop the corporate decarbonization strategy.
- □ Successfully achieve the 2024 carbon footprint target of 95% of the total corporate carbon footprint (Peru + ...).
- Define a climate strategy.
- Execute 50 environmental projects across Peru and Trex in Chile to reduce carbon footprint indicators, consumption....





Incentives for employees





#### Incentives for employees

In 2024, a campaign was held for World Environment Day. As part of this initiative, an automated personal carbon footprint calculator was provided through a specialized vendor, who also trained employees on how to use it.

Employees who participated in this training and committed to reducing their personal carbon footprint were entered into a raffle.









#### Incentives for employees

The results of the commitments made by all the employees who took part in the challenge are shown below.





## **-Ferreycorp**

