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Reduction Targets:
Carbon Footprint, Purchased Energy
Consumption, Water Consumption and
Proportion of Waste Sent to Landfill



Annual Report 2025

5.3 Gestión Ambiental

La gestión ambiental es un compromiso de Ferreycorp y sus subsidiarias, en línea con uno de sus pilares fundamentales: la sostenibilidad. La corporación cuenta con una Política Corporativa de Medio Ambiente, que sienta las bases de la estrategia ambiental y de normas específicas en este ámbito, enfocadas en mitigar los impactos negativos y en generar impactos positivos, tanto en sus operaciones como en su cadena de valor.

La estrategia ambiental corporativa orienta sus esfuerzos en cuatro ejes de acción: i) atención del cambio climático, uso de energía y generación de emisiones; ii) uso de agua y efluentes; iii) generación de residuos y materiales; y iv) ciclo de vida del producto. En este marco, Ferreycorp ha establecido objetivos de mediano plazo (año 2030), sustentados en un modelo estadístico, para sus empresas en el Perú y Chile:

Clima, energía y emisiones	Agua y efluentes
Reducir en 15% la huella de carbono en las categorías 1 y 2 respecto del año 2023.	Reducir en 15% el consumo de agua respecto del año 2023.
Reducir en 15% el consumo de energía adquirida respecto del año 2023.	
Residuos y materiales	Sostenibilidad del producto
Reducir la proporción de residuos generados en las sedes, que van a relleno, a 45% para el año 2030.	Prevenir la generación de 10,000 toneladas de residuos de metal desde 2023 hasta 2030, a través del programa de reconstrucción certificada y <i>overhaul</i> .
	Exceder en 10% la meta anual de valorización de Neumáticos Fuera de Uso (NFU), establecida por ley.

En 2024 se desarrolló un Plan de Descarbonización corporativo, que contempló proyectos medioambientales con objetivos de reducción de la huella, aprobados por el Directorio, para las categorías 1 y 2. En línea con este plan, durante 2025 se avanzó con el desarrollo de la estrategia de descarbonización, priorizando medidas de reducción de la huella de carbono (categorías 1, 2, 3 y 4), según la factibilidad y el impacto de los proyectos.

Asimismo, cada año Ferreycorp determina y aprueba metas de corto plazo, alineadas con los objetivos estratégicos de mediano plazo.

A lo largo del 2025, más de 65 proyectos medioambientales fueron implementados en Ferreycorp, Ferreyros, Unimaq, Soltrak, Orvisa, Fargoline, Trex Chile, Gentrac, Cogesa y Motored, entre otros, para reducir el consumo de agua, energía y la huella de carbono, así como para mejorar la gestión de residuos.

Respecto de la gestión de los riesgos relacionados con el clima, Ferreycorp identificó los riesgos físicos y de transición más relevantes para sus operaciones en el Perú, bajo dos escenarios climáticos (RCP 8.5 y NZE 2050) y tres horizontes temporales (2030, 2040 y 2050). Asimismo, en 2025 publicó la segunda divulgación alineada con las

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

Translated version

Climate, Energy, and Emissions	Water and Effluents
• Reduce carbon footprint in Categories 1 and 2 by 15% compared to 2023. • Reduce purchased energy consumption by 15% compared to 2023.	Reduce water consumption by 15% compared to 2023.
Waste and Materials	Product Sustainability
Reduce the proportion of waste generated at sites sent to landfills to 45% by 2030.	Prevent the generation of 10,000 tons of metal waste from 2023 to 2030, through the certified rebuild and overhaul program.
	Exceed by 10% the annual target for the recovery/valuation of End-of-Life Tires (ELT), established by law.



Annual Report 2025

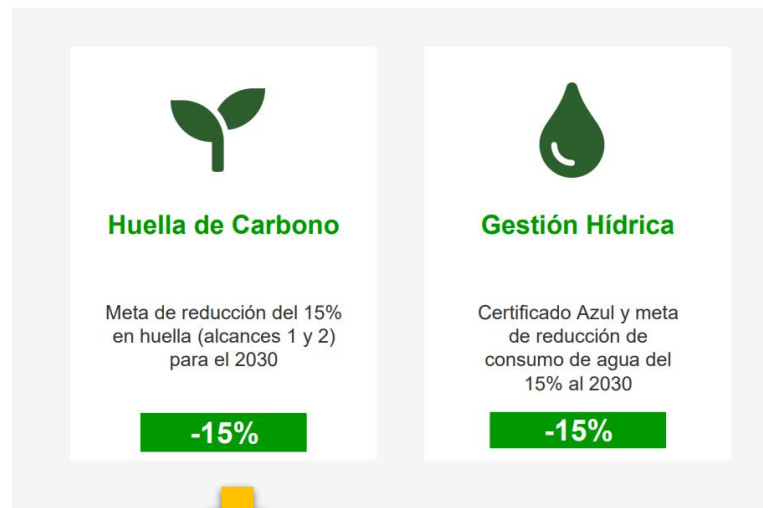
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Approval of the 2025 Annual Report by the General Meeting of Shareholders



Estrategia de Descarbonización hacia el 2030



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Translated version:

- Commitment: Carbon footprint reduction in 15% in subsidiaries allocated in Perú and Chile
- Target: Carbon footprint reduction in categories 1 and 2

Translated version:

- Water Management: 15% Water Consumption Reduction Target by 2030



[Presentation for the 2026 Obligatory Annual General Meeting of Shareholders](#)

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Agenda de Junta General Obligatoria Anual de Accionistas

1. Examen y **aprobación** de la memoria 2025 que incluye el análisis y discusión de los estados financieros, así como el informe del programa de sostenibilidad.
2. Distribución de utilidades.
3. Nombramiento de los auditores externos para el ejercicio 2026.
4. Elección de Directorio para el periodo 2026 – 2029.
5. Delegación de facultades para suscribir documentos públicos y/o privados respect de los acuerdos adoptados por la presente junta de accionistas.



Translated version:

- The company's annual report, along with its separate and consolidated audited financial statements for the year 2025, have been approved, as well as the sustainability report and program.

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[Presentation for the 2026 Obligatory Annual General Meeting of Shareholders](#)

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Carbon Footprint reduction commitment and Decarbonization Plan

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Decarbonization Plan

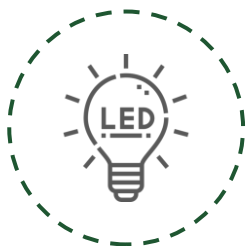
Ferreycorp has developed a decarbonization plan, based on:

- Statistical models to estimate the behavior of environmental indicators using financial data projected to 2030.
- Carbon footprint reduction measures proposed.
- A digital tool that uses real data from all the company's facilities to estimate the actual carbon footprint reduction for each proposed project, broken down by site and over time. This allows us to simulate and choose the most material projects.
- The carbon footprint reduction goal to achieve in 2030 if we execute all the projects proposed.

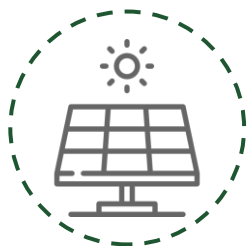
* This decarbonization plan can increase our ambition according to the available technology in the countries where we operate.



Portfolio of measures



[E] LED lighting



[E] Solar panels



[C] More eco-friendly vehicles



[A] Technified irrigation



[R] Wood reuse



[E] Automation



[E] Purchase of renewable energy



[A] Water-saving pipes



[A] Water treatment



[R] Composting



[E] Air conditioning



[C] Forklift electrification
*Reach Stacker - Fargoline



[A] Water-saving toilets



[T] Change from air to sea imports



Digital tool to estimate the carbon footprint reduction

Código	Empresa	Sede	¿Tiene medida?	Reducción con medida (GJ)							Reducción emisiones (tCO2eq)						
				4	2025	2026	2027	2028	2029	2030	2024	2025	2026	2027	2028	2029	2030
FAR-S01	Fargoline	Arequipa	Sí	0.00	0.00	21.68	43.36	43.36	43.36	43.36	0.00	0.00	1.55	3.10	3.10	3.10	3.10
FAR-S02	Fargoline	Callao	Sí	0.00	88.44	309.55	619.11	795.99	795.99	795.99	0.00	5.75	20.12	40.25	51.75	51.75	51.75
FAR-S02	Fargoline	Callao	Sí	0.00	0.00	515.81	1,547.42	3,094.83	5,158.06	6,189.67	0.00	0.00	36.90	110.71	221.42	369.04	442.84
FRR-S01	Ferreyros	Arequipa	Sí	0.00	0.00	12.44	24.89	24.89	24.89	24.89	0.00	0.00	0.81	1.62	1.62	1.62	1.62
FRR-S01	Ferreyros	Arequipa	Sí	0.00	30.63	91.88	122.50	122.50	122.50	122.50	0.00	2.19	6.57	8.76	8.76	8.76	8.76
FRR-S03	Ferreyros	Cajamarca	Sí	0.00	0.00	26.90	53.79	53.79	53.79	53.79	0.00	0.00	1.76	3.52	3.52	3.52	3.52
FRR-S03	Ferreyros	Cajamarca	Sí	0.00	0.00	0.00	18.29	36.58	36.58	36.58	0.00	0.00	0.00	1.19	2.38	2.38	2.38
FRR-S04	Ferreyros	CDR	Sí	125.02	566.70	566.70	566.70	566.70	566.70	566.70	27.63	36.84	36.84	36.84	36.84	36.84	36.84
FRR-S04	Ferreyros	CDR	Sí	0.00	0.00	80.96	161.91	161.91	161.91	161.91	0.00	0.00	5.26	10.53	10.53	10.53	10.53
FRR-M03	Ferreyros	Cerro Verde	Sí	0.00	0.00	0.00	0.00	102.99	205.98	205.98	0.00	0.00	0.00	0.00	7.37	14.74	14.74
FRR-M05	Ferreyros	Cuajone	Sí	0.00	0.00	0.00	0.00	0.00	143.21	286.41	0.00	0.00	0.00	0.00	0.00	10.25	20.49
FRR-S07	Ferreyros	Cusco	Sí	0.00	0.00	6.92	13.84	13.84	13.84	13.84	0.00	0.00	0.45	0.91	0.91	0.91	0.91
FRR-S07	Ferreyros	Cusco	Sí	0.00	0.00	11.93	23.85	23.85	23.85	23.85	0.00	0.00	0.85	1.71	1.71	1.71	1.71
FRR-S09	Ferreyros	Gambetta	Sí	22.21	29.61	29.61	29.61	29.61	29.61	29.61	1.44	1.92	1.92	1.92	1.92	1.92	1.92
FRR-S10	Ferreyros	Huancayo	Sí	0.00	0.00	7.32	14.64	14.64	14.64	14.64	0.00	0.00	0.52	1.05	1.05	1.05	1.05
FRR-S13	Ferreyros	Industrial	Sí	252.77	337.02	337.02	337.02	337.02	337.02	337.02	16.43	21.91	21.91	21.91	21.91	21.91	21.91
FRR-S13	Ferreyros	Industrial	Sí	0.00	337.02	674.04	674.04	674.04	674.04	674.04	0.00	21.91	43.82	43.82	43.82	43.82	43.82
FRR-S15	Ferreyros	La Joya	Sí	40.24	154.25	160.95	160.95	160.95	160.95	160.95	2.62	10.03	10.46	10.46	10.46	10.46	10.46
FRR-S15	Ferreyros	La Joya	Sí	0.00	0.00	236.19	590.47	708.57	708.57	708.57	0.00	0.00	16.90	42.25	50.69	50.69	50.69
FRR-M08	Ferreyros	Marcobre	Sí	0.00	0.00	0.00	0.00	18.18	36.37	36.37	0.00	0.00	0.00	0.00	1.30	2.60	2.60
FRR-M06	Ferreyros	Perumin Ensemble	Sí	0.00	0.00	0.00	8.74	17.48	17.48	17.48	0.00	0.00	0.00	0.57	1.14	1.14	1.14
FRR-S18	Ferreyros	Piura	Sí	0.00	0.00	6.19	12.39	12.39	12.39	12.39	0.00	0.00	0.41	0.81	0.81	0.81	0.81
FRR-S20	Ferreyros	Rentafer	Sí	46.35	61.79	61.79	92.69	123.59	123.59	123.59	3.32	4.42	4.42	6.63	8.84	8.84	8.84
FRR-M11	Ferreyros	Toquepala	Sí	0.00	0.00	0.00	0.00	67.74	203.21	270.95	0.00	0.00	0.00	0.00	4.85	14.54	19.39
FRR-M12	Ferreyros	Tarma	Sí	0.00	0.00	0.00	0.00	48.15	96.31	96.31	0.00	0.00	0.00	0.00	2.45	6.80	6.80

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3 [C] Equipos móviles

Montacargas_Info base

[E] Luminarias LED

2 [C] Unidades vehiculares

Vehiculos

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Reduction targets by 2030 (Peru and Trex in Chile)

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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 and emissions	Reduce carbon footprint in categories 1 and 2 by 15% compared to 2023
	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 Sustainability	Prevent the generation of 10,000 tons of metal waste from 2023 to 2030 through the certified rebuild and overhaul program.
	Exceed by 10% the annual end-of-life tire (ELT) recovery target established by law.



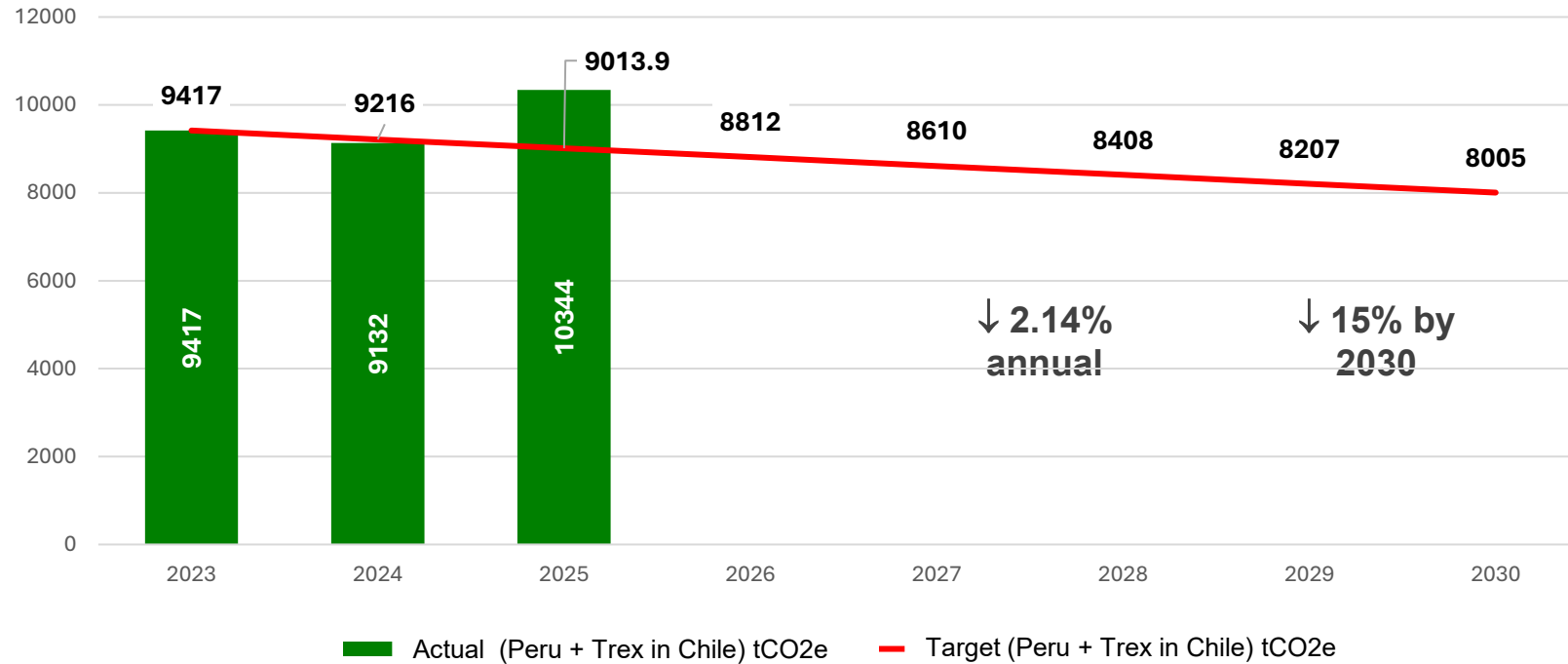
[Sustainability
Report 2025](#)

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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.

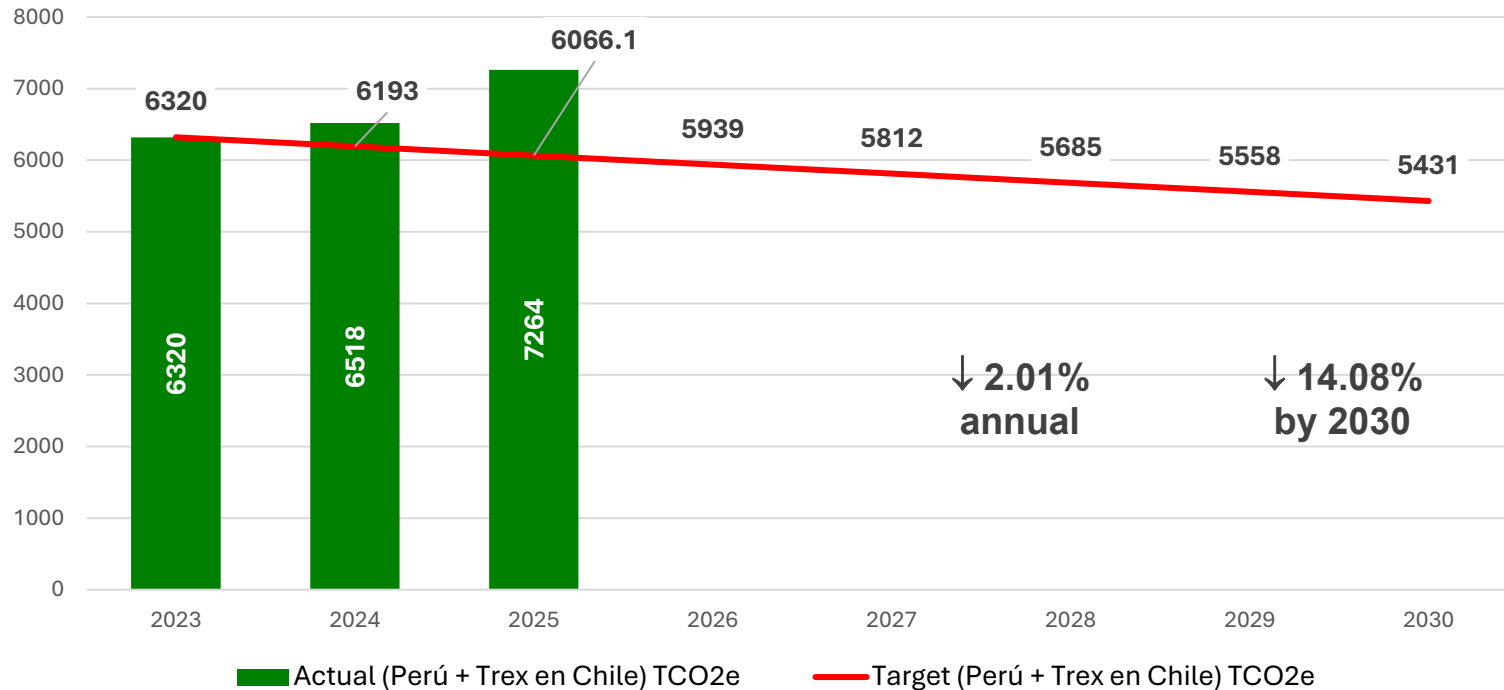


These objectives and targets have been approved by the General Meeting of Shareholders.



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.

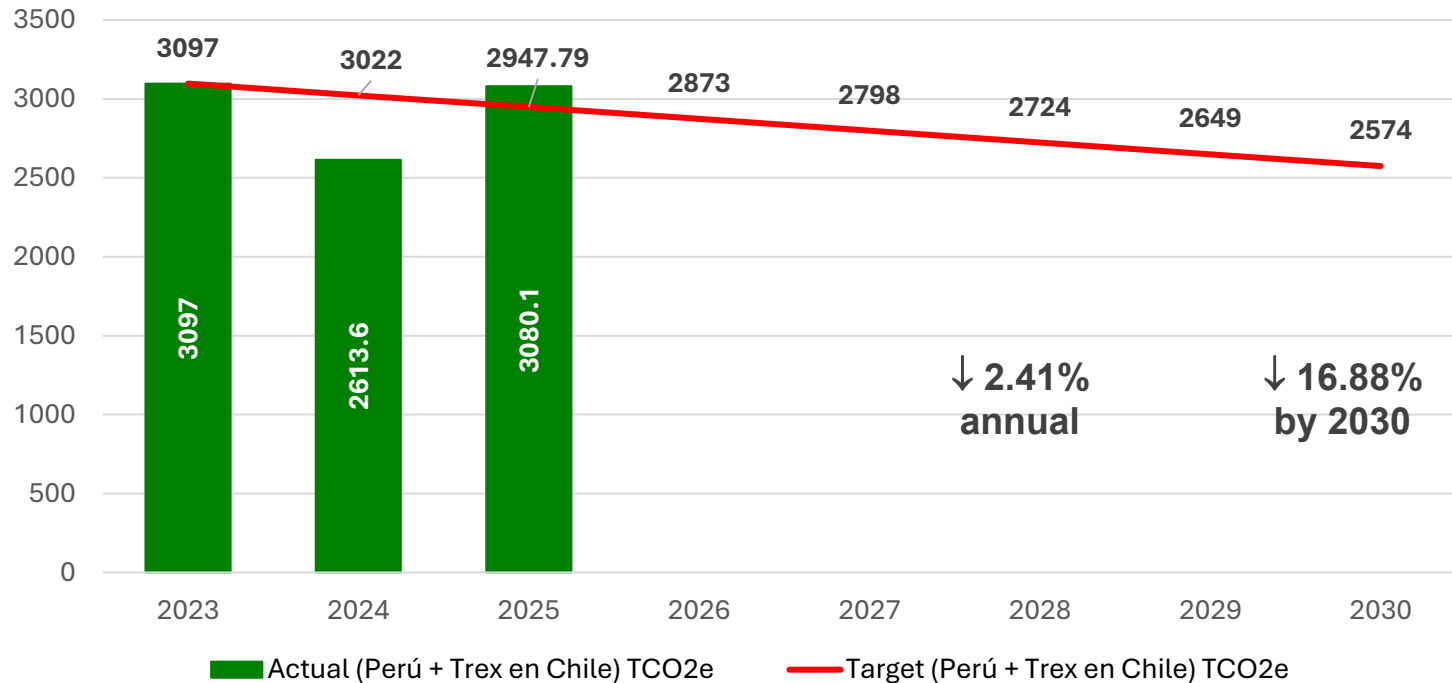


These objectives and targets have been approved by the General Meeting of Shareholders.



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.

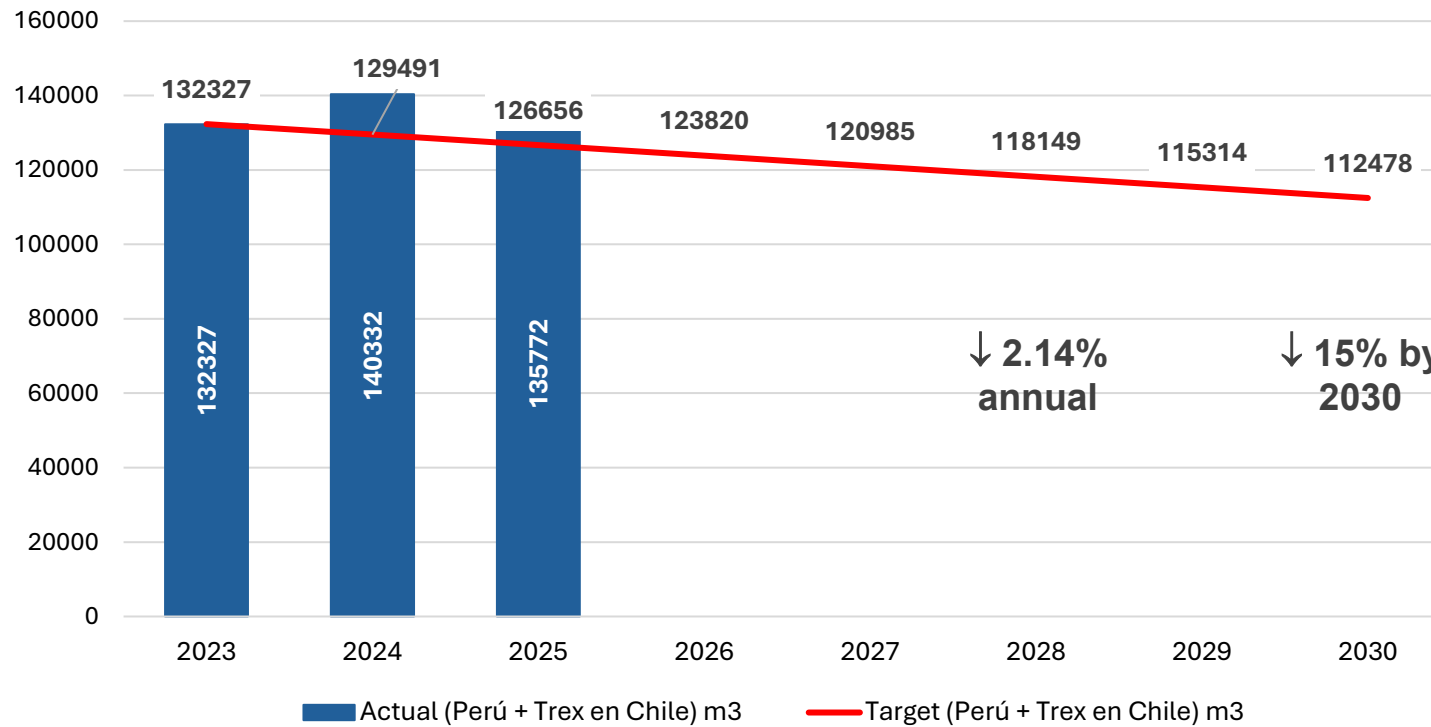


These objectives and targets have been approved by the General Meeting of Shareholders.



Water consumption reduction targets by 2030

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



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.

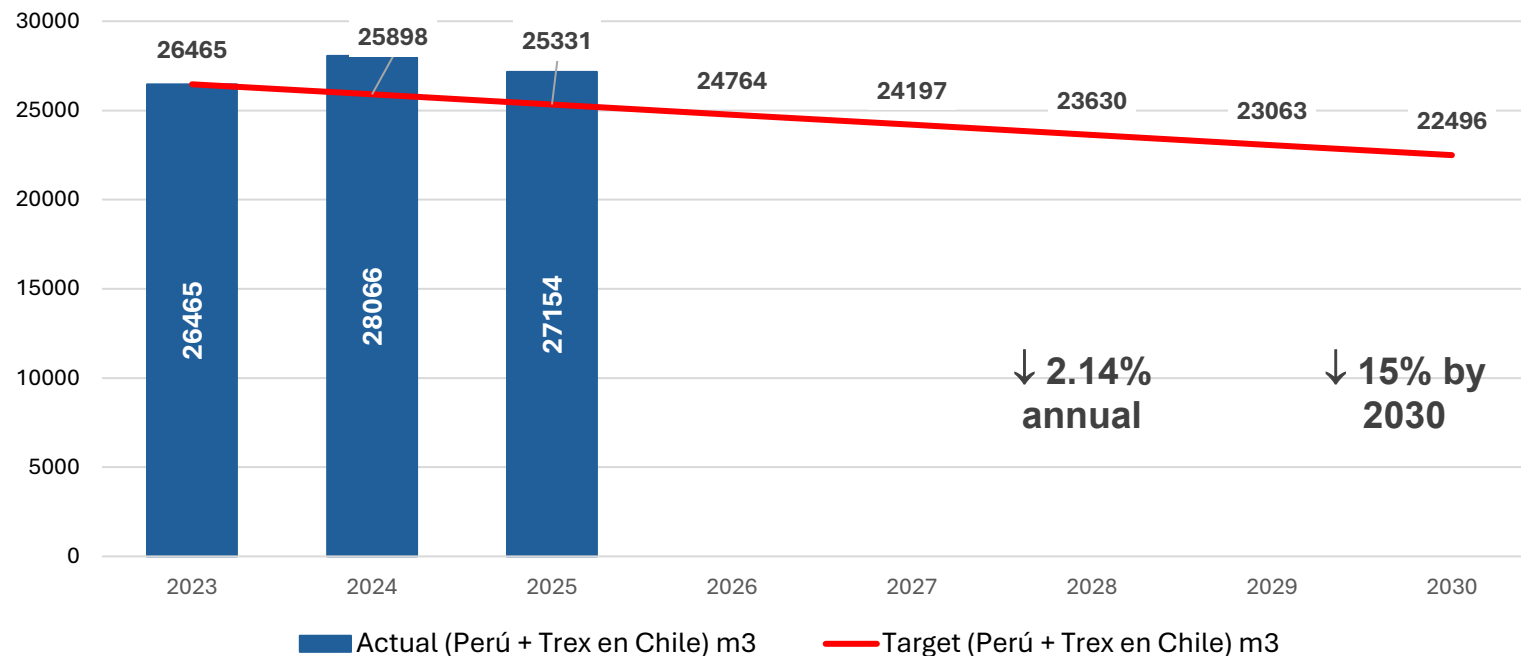
These objectives and targets have been approved by the General Meeting of Shareholders.



Water consumption reduction targets by 2030

Consumption = Withdrawal - Discharge

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



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



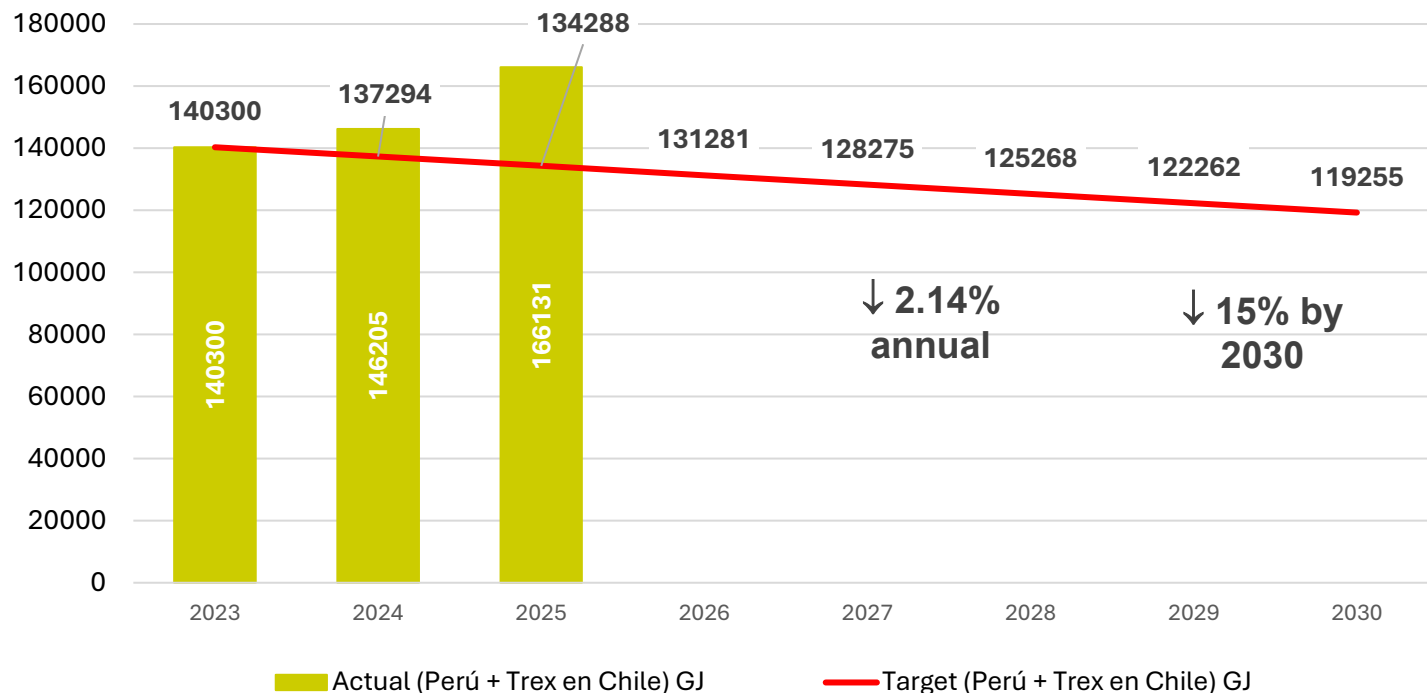
This objective refers to net water consumption, defined as (withdrawal - discharge). The adjustment was made in comparison to previous years due to the GRI 303-5 (2018) standard.

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



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.

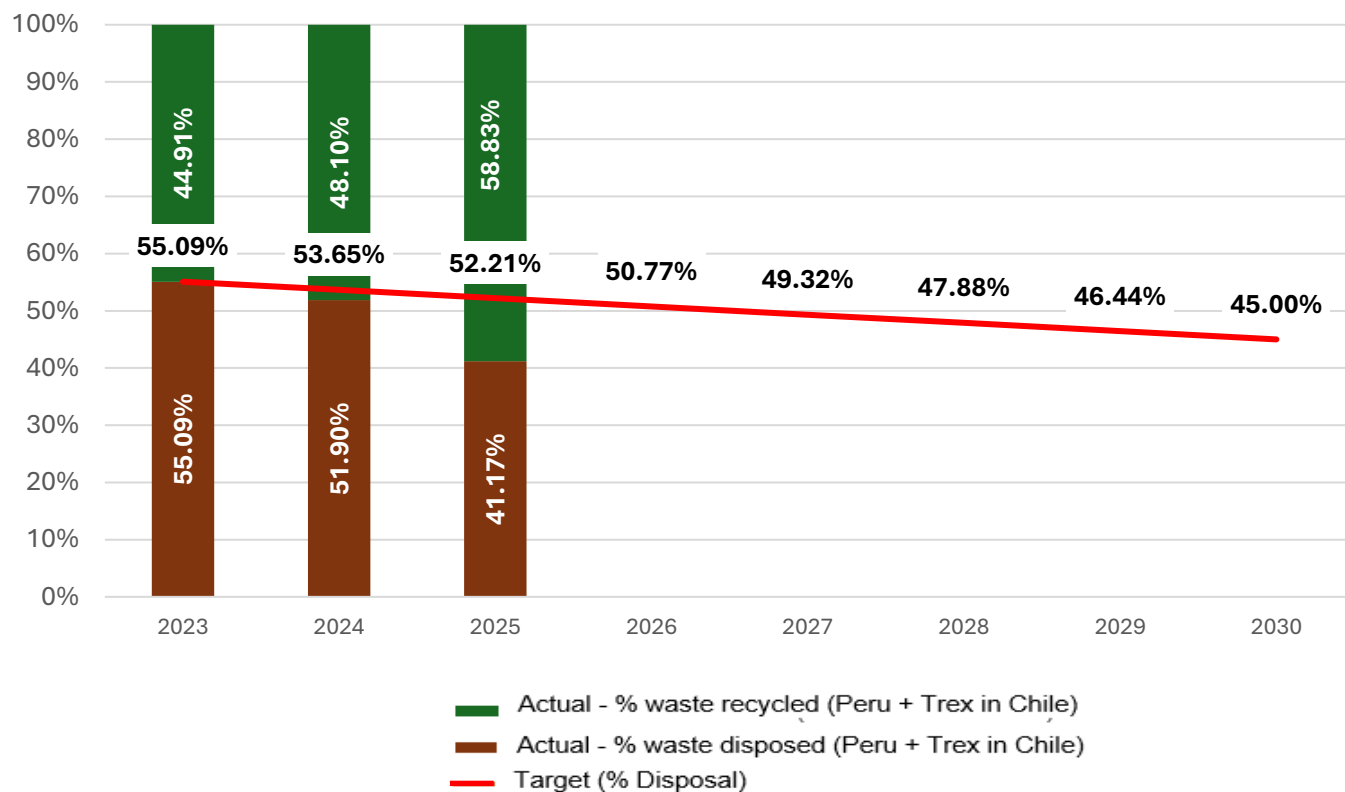


These objectives and targets have been approved by the General Meeting of Shareholders.



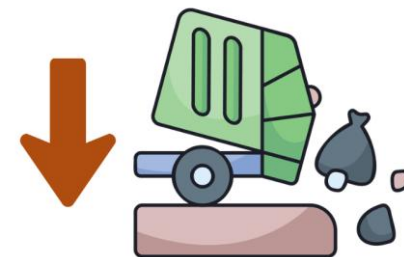
Proportion of waste sent to landfill reduction targets by 2030

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.



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



Reduction Targets by 2030 including Central America

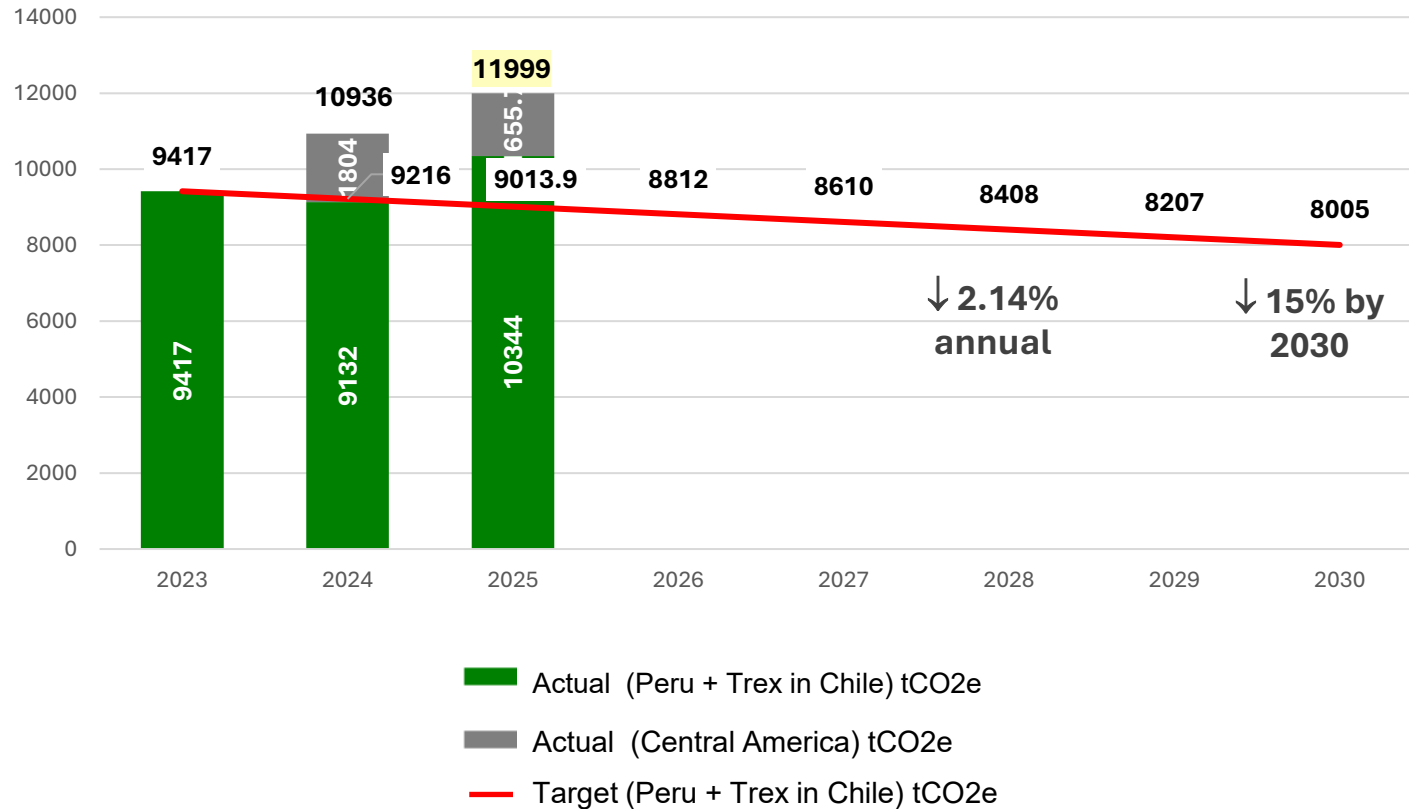
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Carbon footprint reduction targets (Categories/Scopes 1 and 2) by 2030

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.

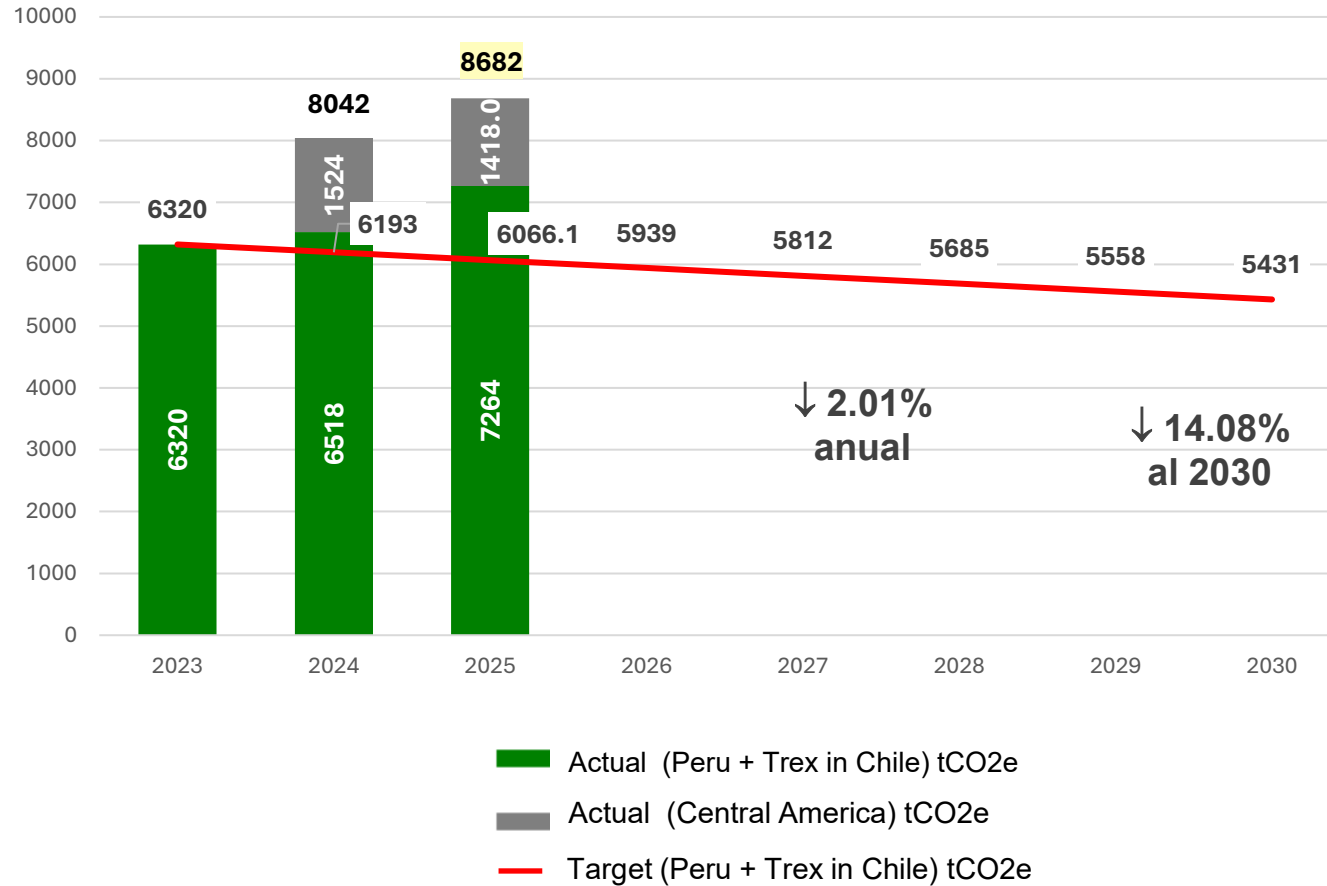
The total categories/scopes 1 and 2 emissions for Central America, Peru, and Chile combined amounted to 11999 tCO₂e in 2025.





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.

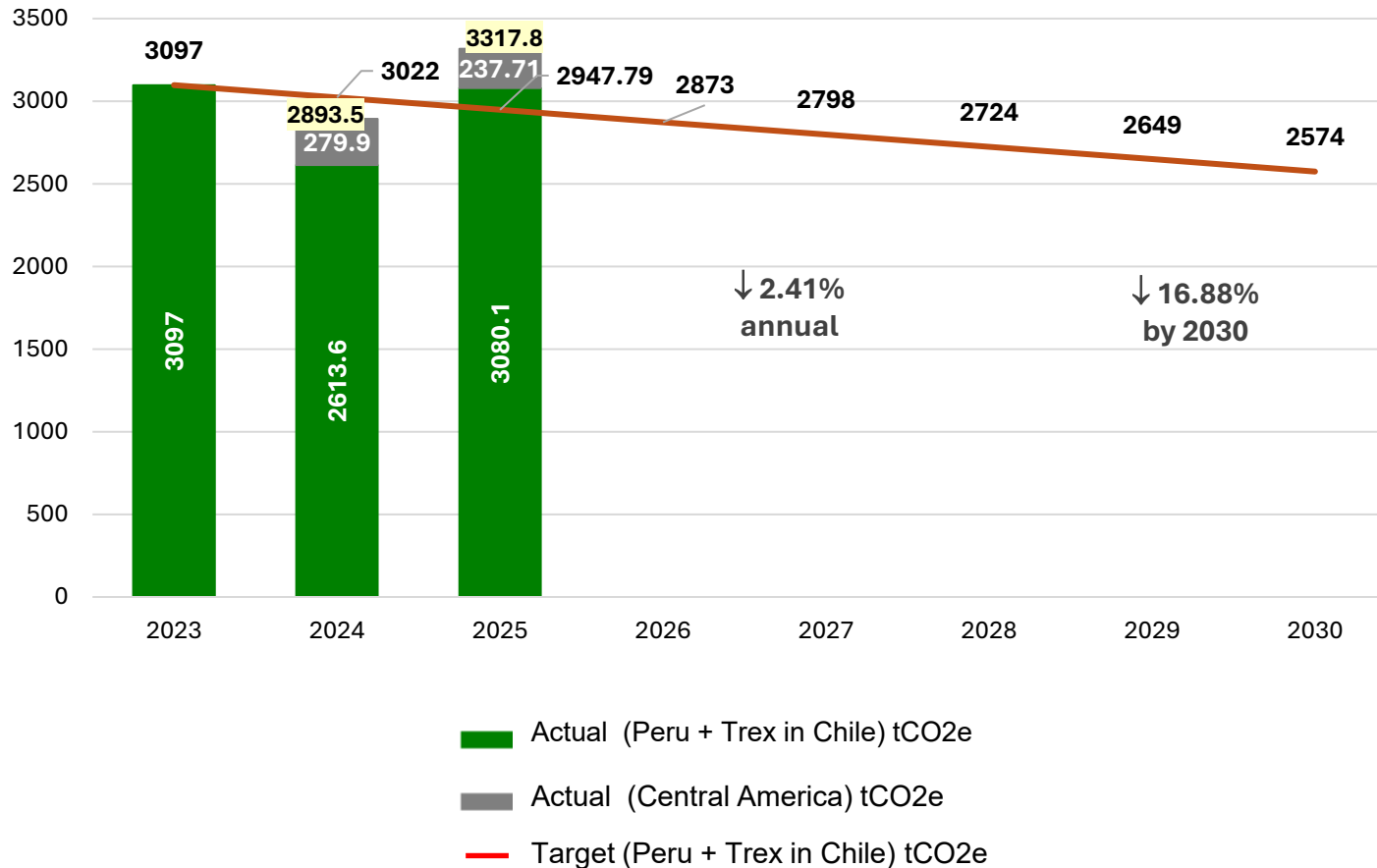
The total category/scope 1 emissions for Central America, Peru, and Chile combined amounted to 8682 tCO₂e in 2025.





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 3317.8 tCO₂e (2025).





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 tCO ₂ e	2023	2024	2025	2026	2027	2028	2029	2030
66 sites – Peru and Trex in Chile	Categories/Scopes 1+2	9417	9216	9014	8813	8610	8408	8207	8005
	Category/Scope 1	6320	6193	6066	5939	5812	5685	5558	5431
	Category/Scope 2	3097	3022	2948	2873	2798	2724	2649	2574
New: 16 Sites in Central America*	Categories/Scopes 1+2	-	1804.1	1655.7					
	Category/Scope 1	-	1524.2	1418.0					
	Category/Scope 2	-	279.9	237.7					

*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 tCO2 e	Target 2025
Categories/Scopes 1+2	9014
Category/Scope 1	6066
Category/Scope 2	2948



Carbon footprint of 16 sites in Central America - 2025

Carbon Footprint tCO2 e	Target 2025
Categories/Scopes 1+2	1655.7
Category/Scope 1	1418.0
Category/Scope 2	237.7



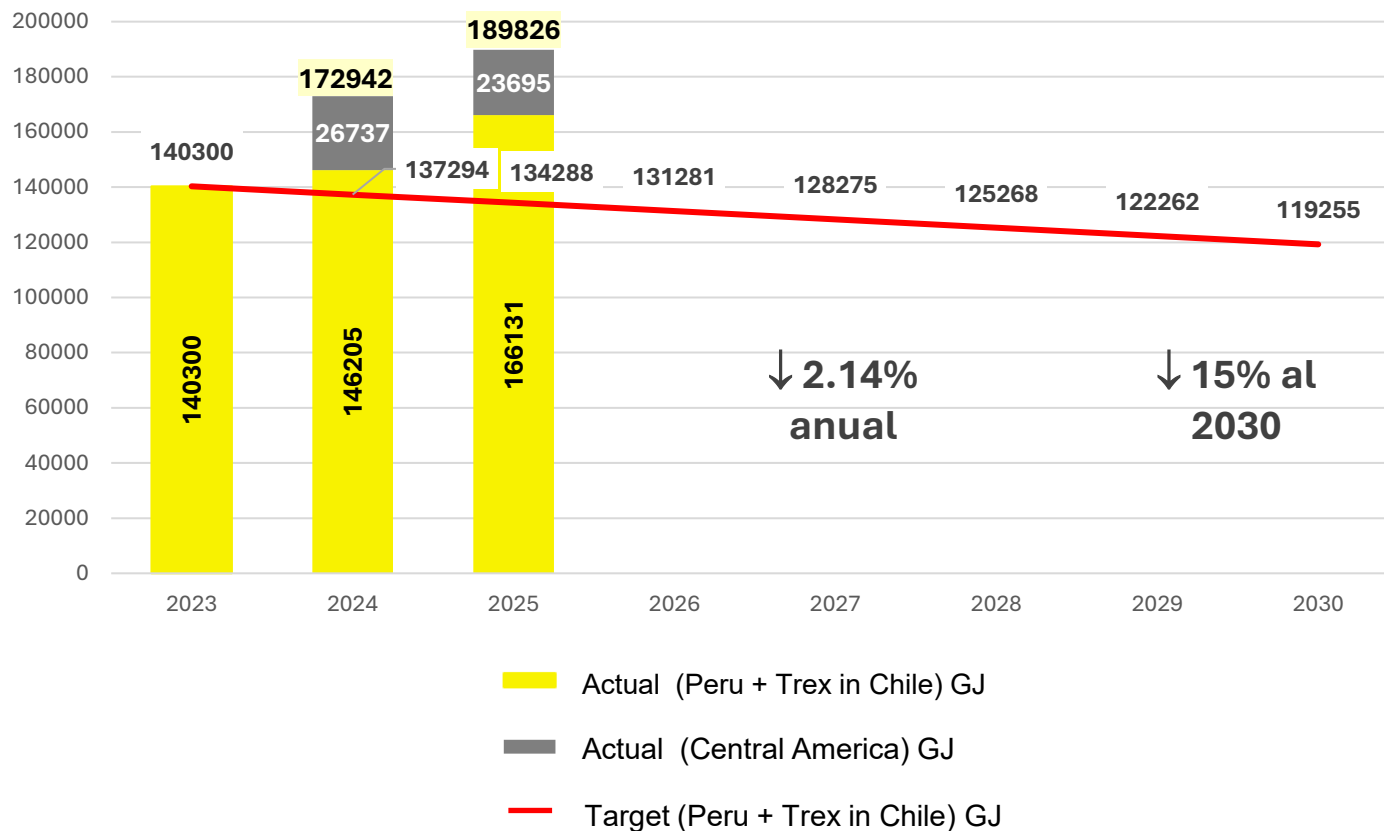
**Target 2025
(82 sites)**

Carbon Footprint tCO2 e	Target 2025
Categories/Scopes 1+2	10669.6
Category/Scope 1	7484.1
Category/Scope 2	3185.5



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 189826 GJ in 2025.





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 Energy	2023	2024	2025	2026	2027	2028	2029	2030
66 sites – Peru and Trex in Chile	GJ	140300	137294	134288	131281	128275	125268	122262	119255
New: 16 Sites in Central America*	GJ	-	26737	23695					

*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 2025
GJ	134288



Purchased energy consumption of 16 sites in Central America - 2025

Purchased energy	Target 2025
GJ	23695



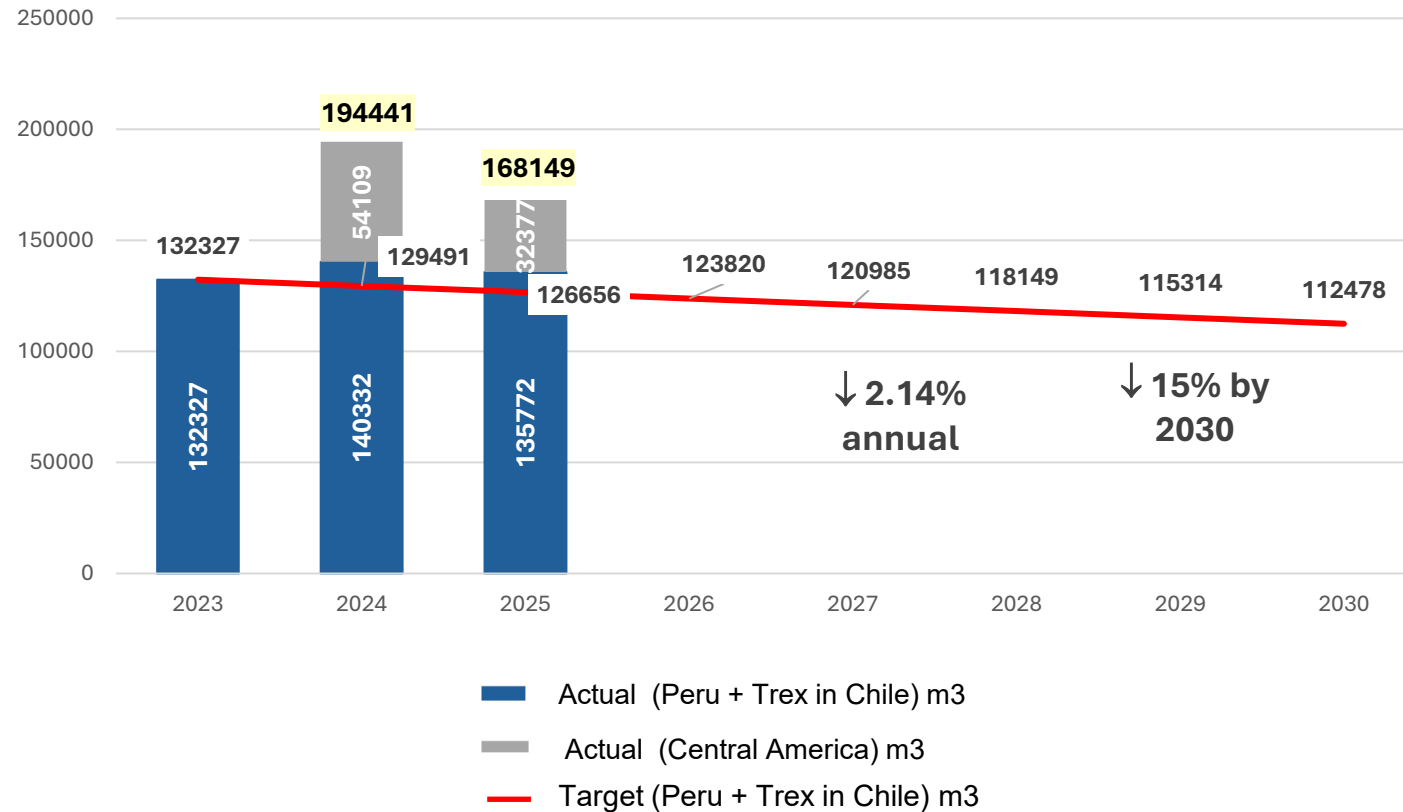
**Target 2025
(82 sites)**

Purchased energy	Target 2025
GJ	157983



Water consumption reduction targets by 2030

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 168149 m³ in 2025.



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



Water consumption reduction targets by 2030

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 consumption	2023	2024	2025	2026	2027	2028	2029	2030
46 sites – Peru + Trex in Chile	m3	132327	129491	126656	123820	120985	118149	115314	112478
New: 16 Sites in Central America*	m3	-	54109	32377					

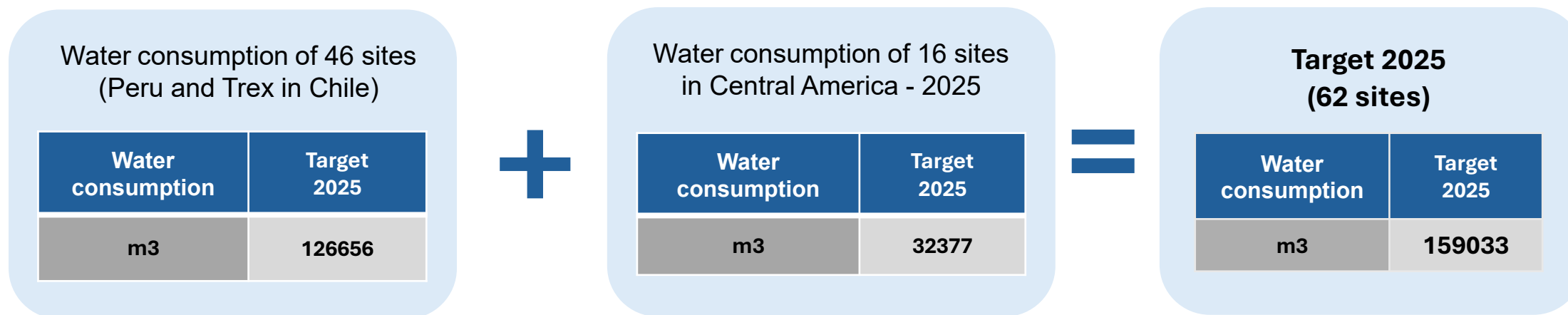
*Includes the sites of Gentrac in Guatemala, Cogesa in El Salvador, and Transpesa in El Salvador.

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.



Water consumption reduction targets by 2030

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.

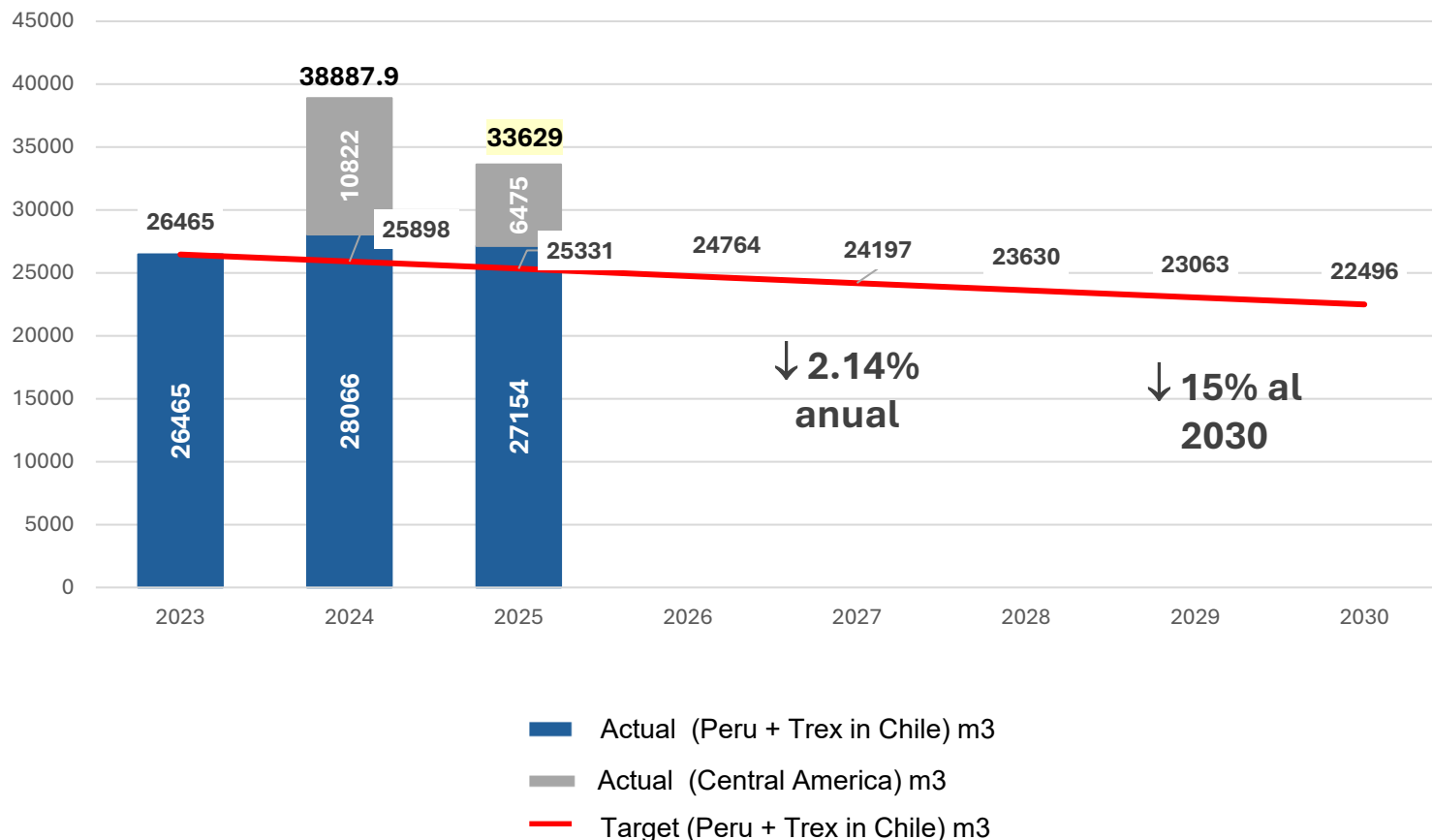




Water consumption reduction targets by 2030

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 33629 m³ in 2025.



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 consumption	2023	2024	2025	2026	2027	2028	2029	2030
46 sites – Peru + Trex in Chile	m3	26465	25898	25331	24764	24197	23630	23063	22496
New: 16 Sites in Central America*	m3	-	10822	6475					

*Includes the sites of Gentrac in Guatemala, Cogesa in El Salvador, and Transpesa in El Salvador.

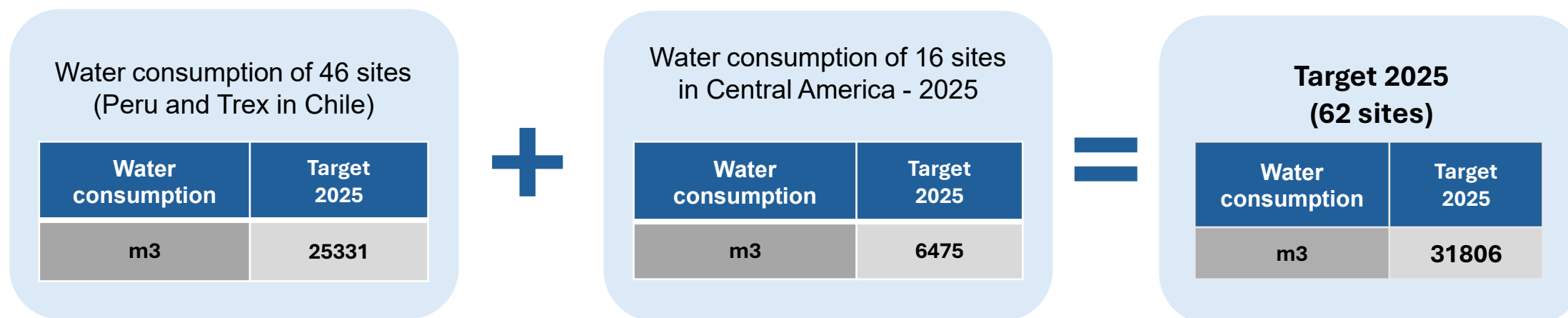
In the case of the 16 sites in Central America, since it is their first year of measurement, their total water consumption (m³) is being considered.



Water consumption reduction targets by 2030

Consumption = Withdrawal - Discharge

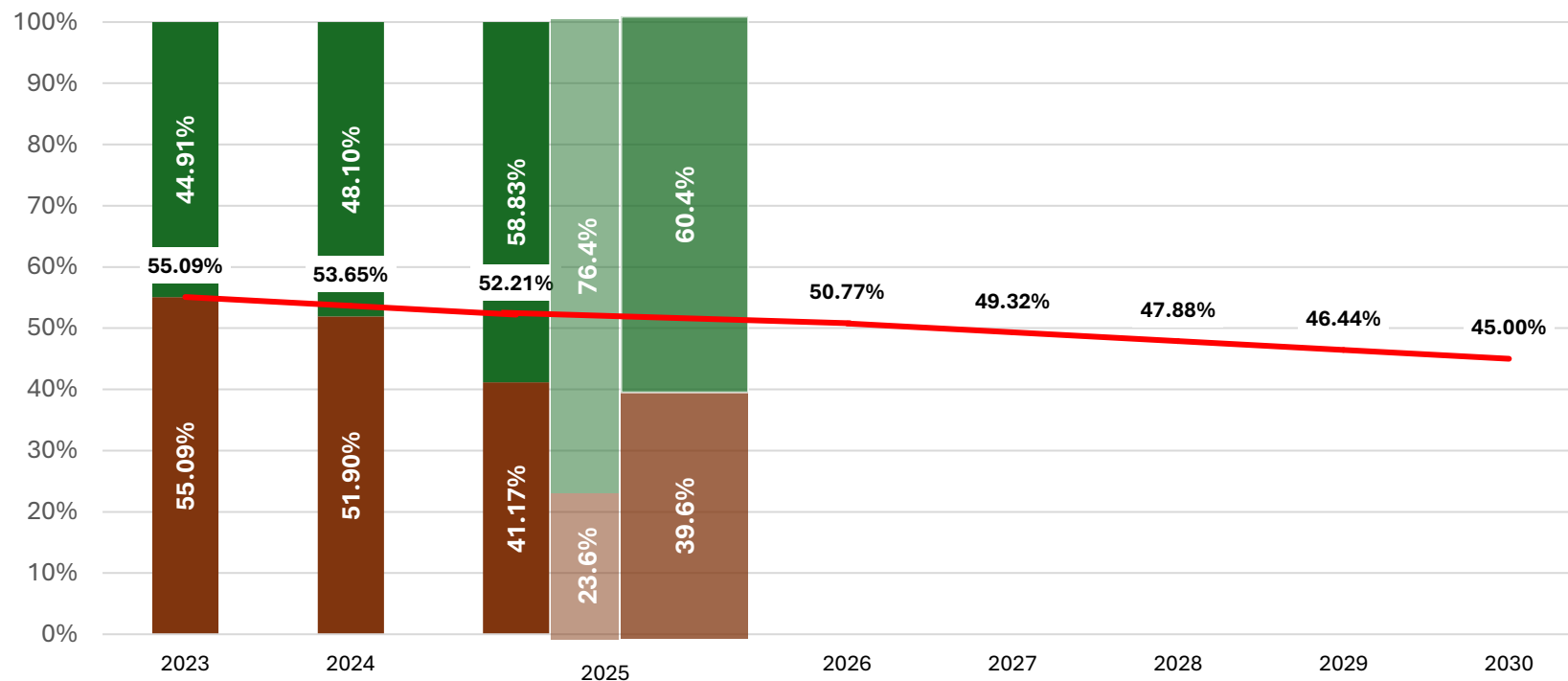
46 sites in Peru and Trex in Chile	New: 16 Sites in Central America
An annual reduction of 2.14% is applied to the 2023 baseline.	Since this is the first year of measurements, the water consumption of these sites is added to the target.





Proportion of waste sent to landfill reduction targets by 2030

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



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



- Actual - % waste recycled (Peru + Trex in Chile)
- Actual - % waste disposed (Peru + Trex in Chile)
- Actual - % waste recycled (Central America)
- Actual - % waste disposed (Central America)
- Actual - % waste recycled (Peru, Trex in Chile and Central America)
- Actual - % waste disposed (Peru, Trex in Chile and Central America)
- Target (Peru + Trex in Chile) % waste disposed



Proportion of waste sent to landfill reduction targets by 2030

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

Sites	Carbon Footprint tCO2 e	2023	2024	2025	2026	2027	2028	2029	2030
66 sites – Peru and Trex in Chile	% waste disposed	55.09%	53.65%	52.21%	50.77%	49.32%	47.88%	46.44%	45.00%
	% waste recycled	44.91%	46.35%	47.79%	49.23%	50.68%	52.12%	53.56%	55.00%
New: 16 Sites in Central America*	% waste disposed	-	-	39.6%					
	% waste recycled	-	-	60.4%					



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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.

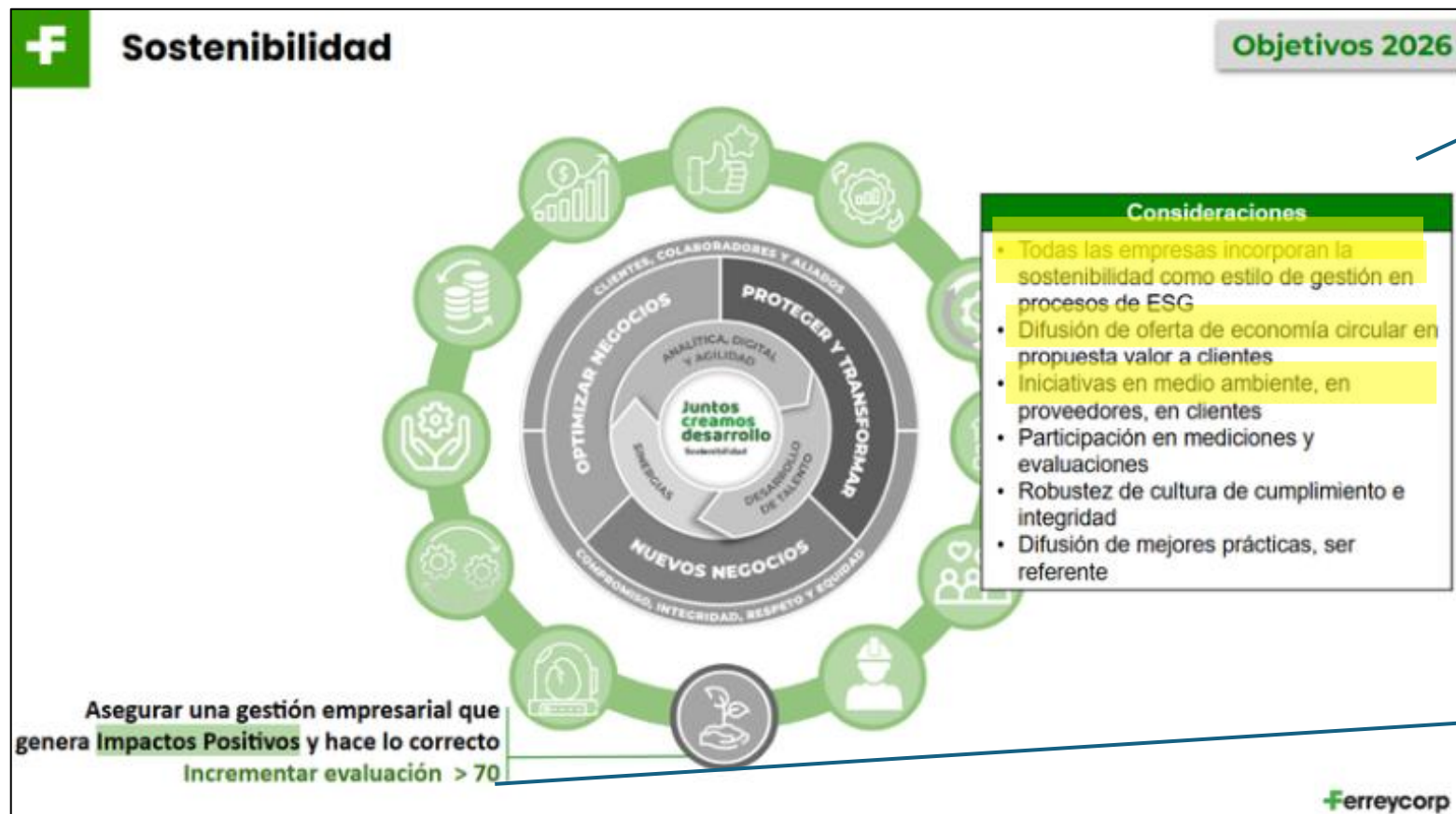


- **Climate-Related Objectives and Targets of Senior Management**



Sustainability Objectives and Targets of Corporate Management

Presentation by General Management to Employees



Translated version

- All companies incorporate sustainability as a management style in ESG processes
- Promotion of the circular economy offering within the customer value proposition
- Environmental initiatives across suppliers and customers

Within the corporation's strategic objectives, positive impact is included.



Sample 2026 Objectives for Corporate Managers and General Managers

Corporate Manager

- Trex Chile: Conduct ISO 14001 environmental audit

N°	Objetivo	KPI	Meta	Iniciativas Estratégicas
13	Mantener certificaciones de Empresas por la Integración Social, Medio Ambiente y Seguridad, cumpliendo con la re-certificación de normas vigentes. Definir y ejecutar actividades de RSE programadas en planes, metas, acciones y KPI. Definir metas de reducción de consumo de agua, consumo de energía y producción de residuos.	# de Certificaciones y # de Actividades Ratio 1: Energía GJ/ MUS\$ Ratio 2: Consumo Agua m3/MUS\$	> 10 100%	- En Trex Chile: Realizar auditoria de normas antisoborno ISO37001, calidad ISO9001 y medio ambiente ISO14001. - En Unimaq: Realizar certificaciones de norma antisoborno ISO37001 y Est. Realizar norma de gestión de seguridad ISO45001 y ABE. - En Orvisa: Realizar norma antisoborno ISO37001 y ABE. Realizar Est. A. Antisoborno. - Promover la participación de operarios de equipos en Club de Operarios. - Analizar e implementar acciones de reducción de consumo de agua, energía y residuos. - Sugerir y/o participar en obras por impuestos: Unimaq. - Definir con los GC las actividades de RSE promoviendo mayor participación de los colaboradores (Iniciativa corporativa). - Definir metas e implementar plan de reducción de consumo de agua, energía y de producción de residuos para Unimaq, Orvisa, Trex LA y Soltrak manteniendo equilibrio económico vs reducción de consumo de agua, de energía y residuos.

- Set reduction targets: Water consumption, energy consumption, and waste generation

- Ratio 1: Energy (GJ / MUS\$)
- Ratio 2: Water consumption (m³ / MUS\$)

- Unimaq, Orvisa, Trex LA & Soltrak: Define targets and implement a plan to reduce water, energy, and waste generation, maintaining economic balance vs. consumption reduction



Sample 2026 Objectives for Corporate Managers and General Managers

General Manager

SOSTENIBILIDAD Y RESPONSABILIDAD SOCIAL



Objetivo	N°	KPI	Meta 2026	Proyección 2025	Meta 2025
Sostenibilidad	13	Cumplir el Ratio Objetivo de Consumo/Venta (GJ/\$M y m3/\$M) Cumplir con los niveles de certificaciones y estándares de RSE	100%	100%	100%

- Sustainability

- Achieve consumption/sales intensity ratios (GJ/\$M y m3/\$M)



Sample 2026 Objectives for Corporate Managers and General Managers

General Manager

OBJETIVOS 2026			
Objetivos 2026	KPIs / Metas	2026	Comentario
(6) Desarrollo de Talento y Seguridad	12. Clima Laboral (%)	80%	Se han desplegado una serie de actividades que buscan incrementar la confianza en los líderes y la integración, invitando a que cada gerente lleve adelante sus propios planes de mejora.
	13. Desarrollar e implementar un plan para mejorar la cultura	100%	Diagnóstico para enfocar el problema e implementación de un plan de mejora.
	16. Todos los colaboradores vuelven sanos y salvos a casa todos los días (SAV01)	<0.1	Se busca una mejora continua con el fin de buscar una condición en la importancia de la seguridad en todas nuestras actividades.
(7) Sostenibilidad	15. Cumplimiento de 4 proyectos de Risk y cumplir con meta de reducción de NPUs	TBD	Reducción de desperdicios, ahorro de energía y agua

• Sustainability

• Waste reduction, energy and water savings



2026 Objectives of the Deputy Management of Corporate Services and Environment

Select up to 20 targets.

☒ Quantify the carbon footprint avoided by rebuilding a machine model through life cycle analysis (manufacturing, tr...

☒ Position and promote the Eleva program

☒ Establish a program for Women Leaders (Empowering women in our suppliers)

☒ Obtain a score of at least 80 points in the suppliers dimension.

☒ Obtain a score for the DJ ambient dimension of at least 60 points

☒ Achieve the measurement and auditing of the carbon footprint generated in 2025.

☒ Sign an agreement with an OXI related to the Environment.

☒ Define measures for the most relevant climate risks for the corporation, scope Peru.

☒ Define the financial impact of a climate risk in accordance with the requirements of NIF S2 and TCFD recommenda...

☒ Establish and implement a reduction plan to reduce the import footprint in two subsidiaries.

+Ferreycorp

+Ferreyros CAT

UNIMAQ CAT THE Rental STORE.

Orvisa CAT

GENTRAC CAT

GENERAL DE EQUIPOS CAT

SOLTRAK +

TREX +

MOTORED +

FORBIS LOGISTICS +

FARGO LINE +

SITECH

+Ferrenegy