



2024 SUSTAINABILITY REPORT

Tecnofil



Term: January - December 2024

Issue date: June 2025



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Tecnofil in figures 2024



49
years of experience in the market.



\$590
million in sales, 49% more compared to 2023.



61.705
thousand metric tons of finished product, 41% more compared to 2023.



Storage centers in the **USA, Mexico, and Puerto Rico.**

Tecnofil



18
Operational improvement projects, 2 more compared to 2023.



10 certifications
1 additional certification compared to 2023.



7 recognitions
for our environmental and quality management system.



\$5.3
million invested in improvement projects, 39% more compared to 2023.



Tecnofil in figures 2024



\$ 539

million dollars in domestic purchases that helped boost the economy, 51% more than in 2023.



\$ 84

thousand dollars budgeted for environmental management, 40% more than in 2023.



Zero

environmental accidents.

Tecnofil



Zero

Socio-environmental conflicts in our area of influence.



33

Critical BASC/AEO suppliers in our supply chain.





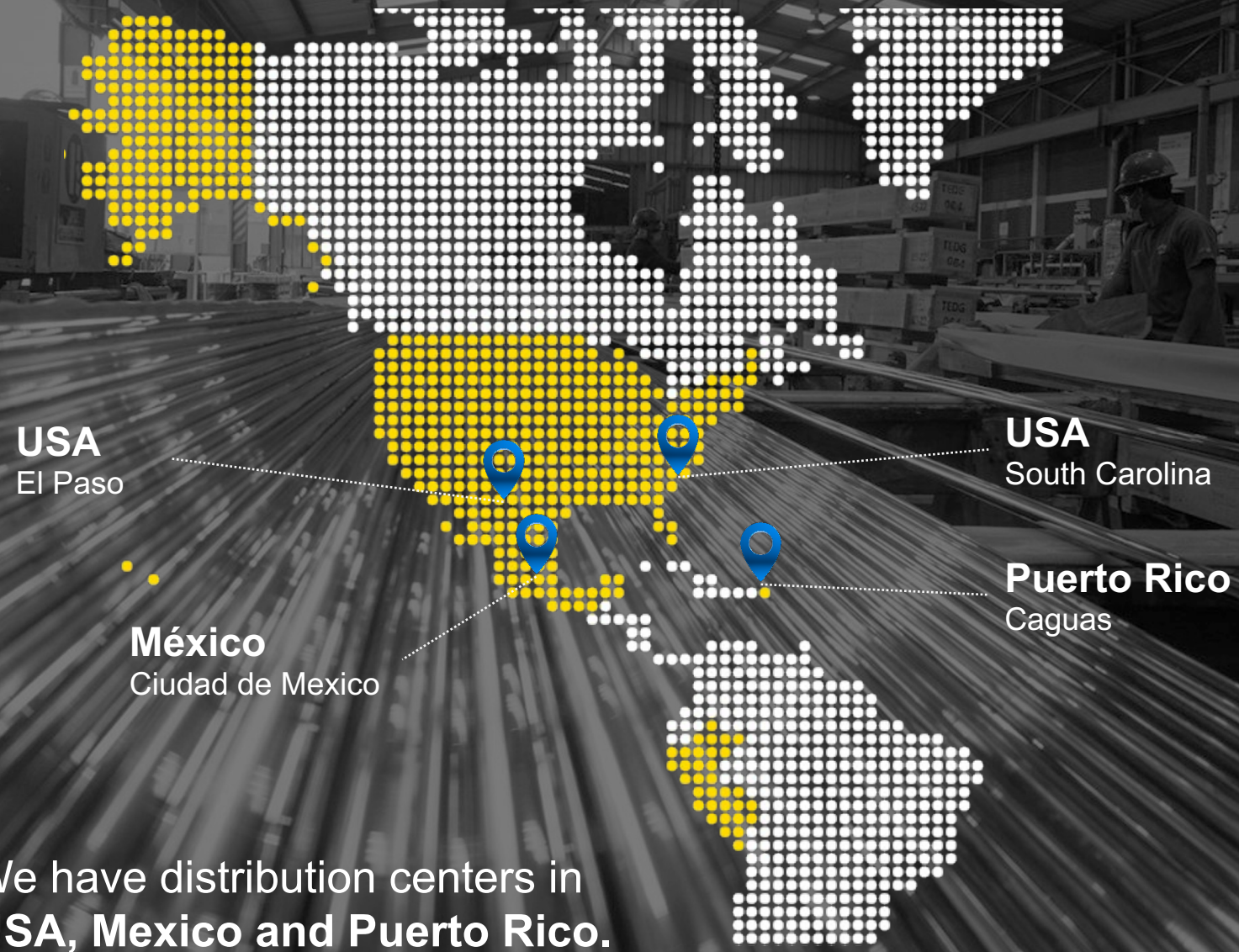
Worldwide presence



Sales in more than 50
countries worldwide



Distribution centers



We have distribution centers in
USA, Mexico and Puerto Rico.



Our Awards



We are recognized as a Sustainable Industry! This distinction, awarded at the 3rd International Congress of Sustainable Industries, highlights our commitment to implementing cleaner technologies and reducing greenhouse gas emissions.



The National Water Authority has awarded us the Blue Certificate, recognizing our best practices in optimizing water management to reduce our water footprint.



We now hold the Water Responsible Company Seal for our water recovery project in the tinning and silver-plating processes. This achievement reinforces our operational efficiency and conscious use of water resources.



Tecnofil won the 'Recognition for Excellence Practices 2024' award in the Production category, granted by the Industrial Development Center (CDI), for the project 'Water recovery from liquid waste in the copper tinning and silver-plating process.



The National Society of Industries awarded us the Circular Industry Recognition 2024, highlighting us in the Water Resources category for our project: 'Water recovery from liquid waste generated in the copper tinning and silver-plating process.



We were recognized as a 'Anemia-Free Company,' an initiative by Peruanos por Peruanos that invites companies to commit to eliminating anemia among their workers and their families.



We received the Silver rating from EcoVadis. EcoVadis is one of the leading tools for scoring and assessing companies' level of sustainability.



1

Presentation

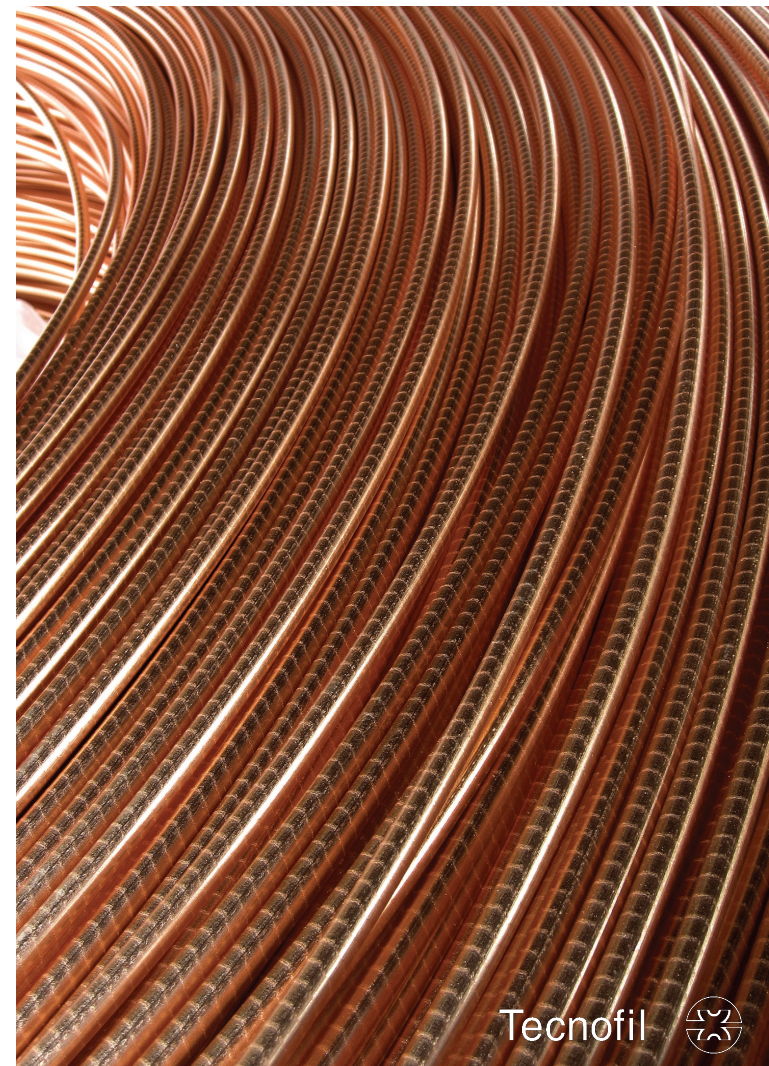
- 01 About us
- 02 Our purpose
- 03 Our principles
- 04 Sustainability approach





1.1 ABOUT US

We have more than 49 years of experience in the manufacture of copper and copper alloy products. We are recognized globally for our quality and competitive pricing, which has allowed us to develop long-term commercial relationships with our customers. We are confident that our quality, service and flexibility make us your most reliable supplier to meet all your requirements.



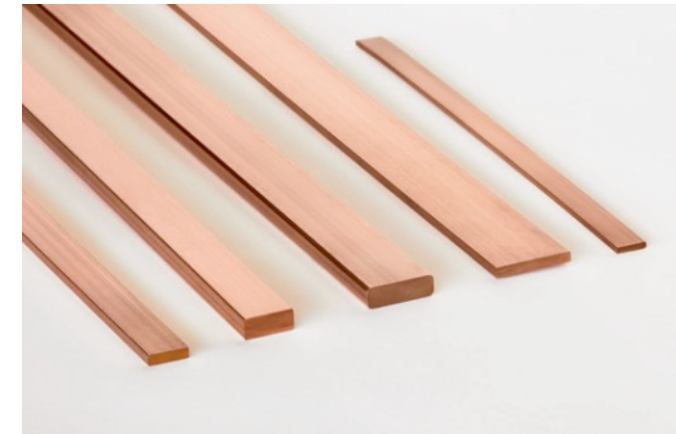


1.2 OUR PURPOSE

Our purpose

We transform copper to build a better world.

+ connected
+ clean
+ efficient





1.3 OUR PRINCIPLES



Your welfare is a priority for Tecnofil.
Only by working as a team we can
generate value.



We think and act in the best interest of
the organization, aligning ourselves to
meet all the financial objectives.



We provide a unique and memorable
experience to our clients; from the first
time they contact us.



We generate new and better ideas in
an environment of trust. The best
technology is our ally.



1.4 SUSTAINABILITY APPROACH

Continuous improvement



We maintain an Integrated Management System through continuous improvement and integrity of all our processes.

Social commitment



We provide safe working conditions to prevent injuries and health deterioration affecting our safety and the safety of everyone within our area of influence.

Environmental commitment



We protect the environment to prevent pollution, managing the environmental aspects and impacts generated by our activities and products, reinforcing the positive ones and reducing the negative ones.

Commitment to good governance



We have ethics, transparency and accountability as the cornerstones of good governance. Our organizational structure balances the responsibilities of the organization and divides the functions.



2

Continuous improvement

05 Strategic planning

06 Integrated Management System





2.1 Strategic planning

2.2 Integrated Management System

2.1 STRATEGIC PLANNING

STRATEGIC OBJECTIVES

Our commitment to continuous improvement drives us to periodically verify that our processes are adequate and working properly.



57

objectives and **76** strategic initiatives.

BSC INDICATORS

The Balanced Scorecard is a tool or methodology that helps us to achieve an integrated and strategic balance of the progress, growth, productivity and competitiveness of our organization and provides the direction we will follow in the future.



100%

compliance with objectives in 2024.

MANAGEMENT REVIEW

Our strategic guidelines to 2026 are periodically reviewed by Senior Management. There are 2 Trinorma Certification (ISO 9001, ISO 14001 and ISO 45001) annual reviews, 1 BASC/AEO annual review and 1 ISO 37001 annual review.



4

annual management reviews





2.1 Strategic planning

2.2 Integrated Management System

2.2 INTEGRATED MANAGEMENT SYSTEM

24

years certified
with ISO 9001

21

years certified
with ISO 14001

20

years certified
with BASC

18

years with
certification to ISO
45001 (formerly
OHSAS 18001)

11

years certified
with SMETA

9

years certified
with AEO
Importer and
Exporter

2

year certified with
WCA (Workplace
Conditions
Assessment)

2

year certified
with GEA (Good
Employers
Association)



Dec-2024

we certified
ISO 37001

Tecnofil has a certified **Integrated Management System** focused on meeting the needs of all its stakeholders: customers, suppliers, employees, shareholders, government, and society. It is based on the principles of Quality, Environmental Protection, Comprehensive Safety, Occupational Health, and Crime Prevention. Its objective is to deliver a high-quality product, guided by the standards established in our processes to protect the environment, while safeguarding the health and safety of our employees and the community.





3

Environmental commitment

- 09 Waste Management with a Circular Economy Approach
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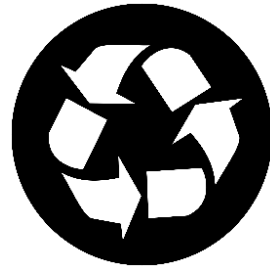




3. ENVIRONMENTAL COMMITMENT

One of the current problems in Peru is the inadequate management of solid waste.

According to figures from the Ministry of Environment* (MINAM), Peru generates 8,214,355.90 tons of waste per year, of which only **1.81%** is **recovered**. This waste is made up of: 56.7% organic waste, 20.9% inorganic waste, 12.7% non-usable waste and 9.7% hazardous waste.



1.81%
of recovered
waste in Peru



8,214,355.90
tons of waste were
generated in Peru in 2021



148,496.63 tons per year
total waste recovered
in Peru in 2021

**Source: Solid Waste Management Information System, 2021*



3. ENVIRONMENTAL COMMITMENT

In line with the UN Sustainable Development Goals (SDGs), Tecnofil recovered **94%** of the total waste generated in 2023.

Thanks to our **Circular Economy** initiatives, recovering our waste and using it as supplies for the production of other industries, strengthening our country's waste management and generating indirect employment.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

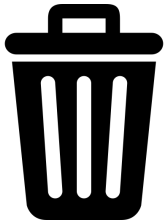


SDG 12: Responsible
Consumption and
Production



94%

of our waste is
recovered or reused,
1% better than in
2023



6%

of our waste we
dispose of,
1% better than in
2023





3.1 CIRCULAR ECONOMY APPROACH

USE OF RECYCLED RAW MATERIALS

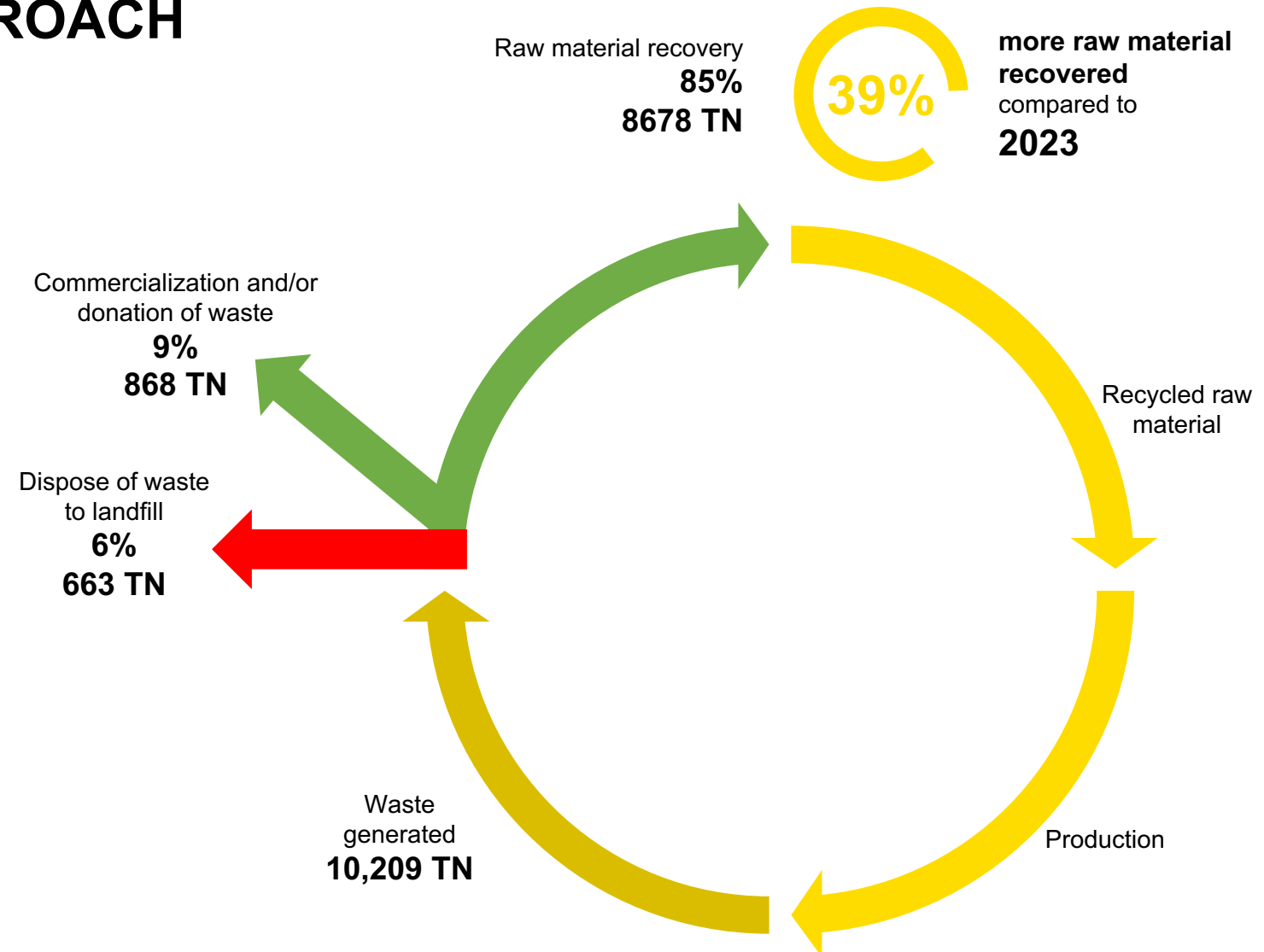
Tecnofil uses recycled raw material in its production process maintaining the quality standard in its finished product. This comes from our **customers**, from **recirculation** within our own process, and from the purchase of **copper scrap**.

WASTE COMMERCIALIZED AND/OR DONATED

9% of our waste is **commercialized** or **donated** as a supply or raw material in other production processes.

WASTE AND SUPPLIES RECOVERY

We recover **25%** of the **wooden pallets**, **15%** of the used **industrial wiping rags**, and **2%** of the **cardboard boxes** that come from our clients, which we use within our operation.





3.2 SUSTAINABLE PRODUCTION

In Tecnofil we have an environmentally responsible operation, so we work on projects focused on **energy efficiency, reduction of greenhouse gases and reduction of water consumption.**



GREENHOUSE GASES

RENEWABLE ENERGY

We have consolidated the purchase of renewable electricity to offset our emissions from electricity consumption.

WATER CONSUMPTION

WATER FOOTPRINT

We maintain our water recovery process in production and use water-saving equipment in restrooms.



**SAVINGS
BY 2024**



WATER:

-19% in the m³/MT
production indicator



GHG*:

-8,418 tCO₂/year

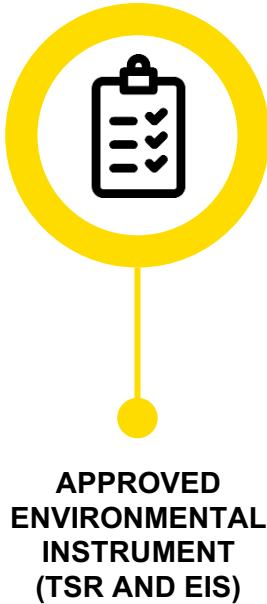
*Greenhouse gases



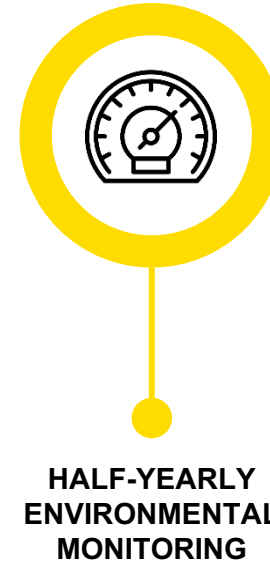


3.3 ENVIRONMENTAL MANAGEMENT

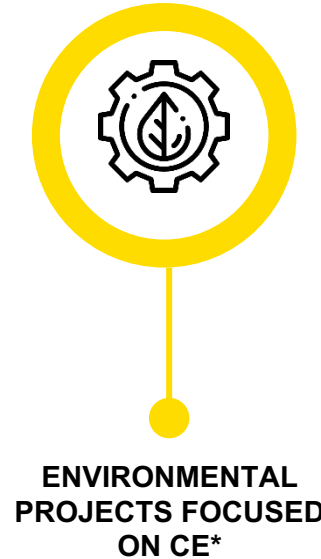
ISO 14001
CERTIFICATION



100% OF
ENVIRONMENTAL
COMMITMENTS
ASSUMED



MONTHLY / HALF-YEARLY
ENVIRONMENTAL
CLEANING

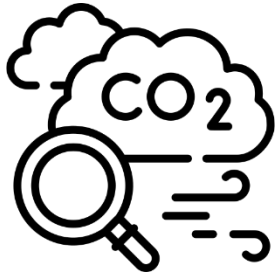
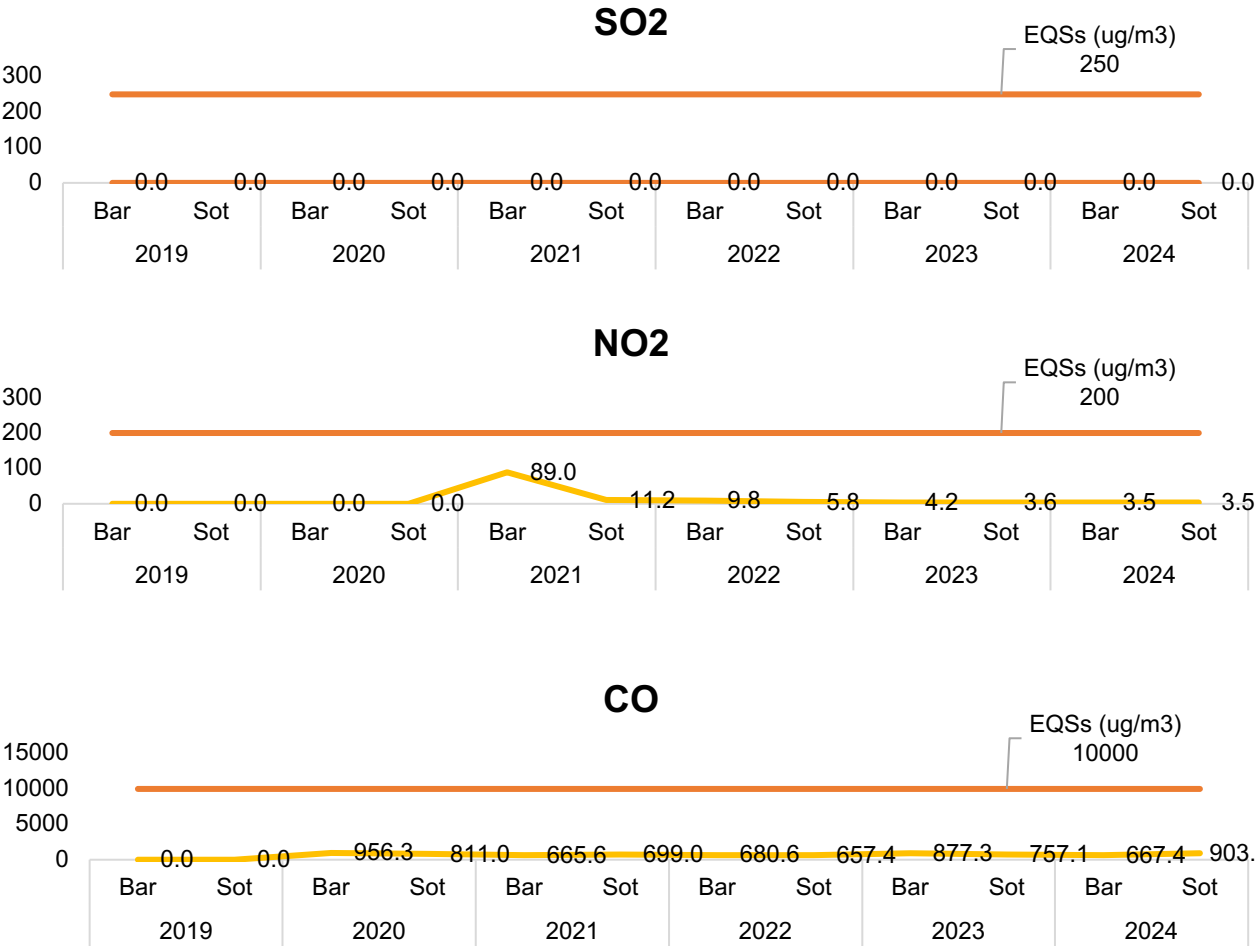


**Circular Economy*

We promote environmental protection and pollution prevention from a point of view of balance with social and economic aspects.



3.3 ENVIRONMENTAL MANAGEMENT

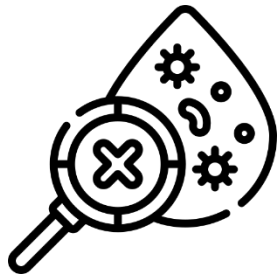
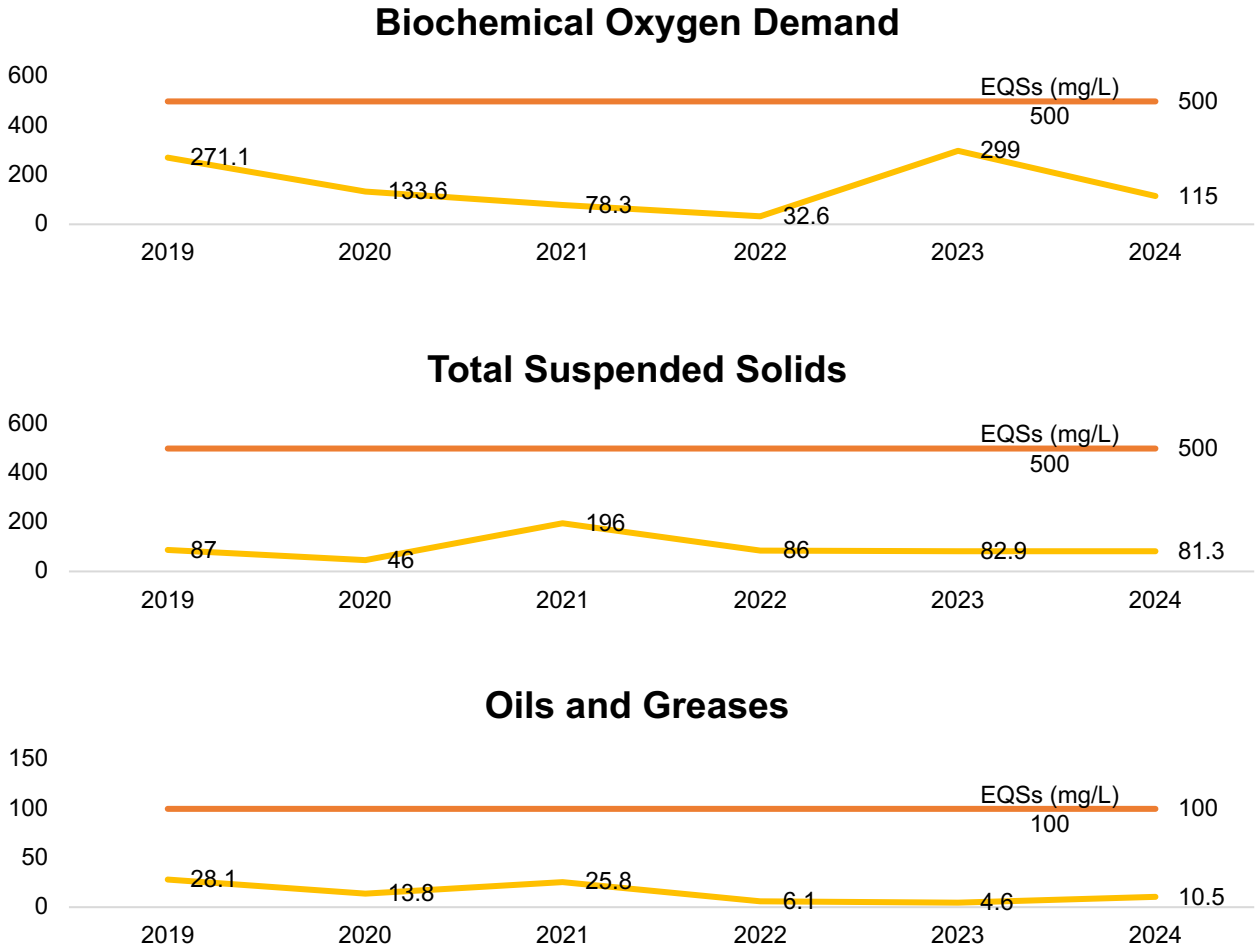


AIR QUALITY RESULTS

We are **96%** below the Environmental Quality Standard



3.3 ENVIRONMENTAL MANAGEMENT

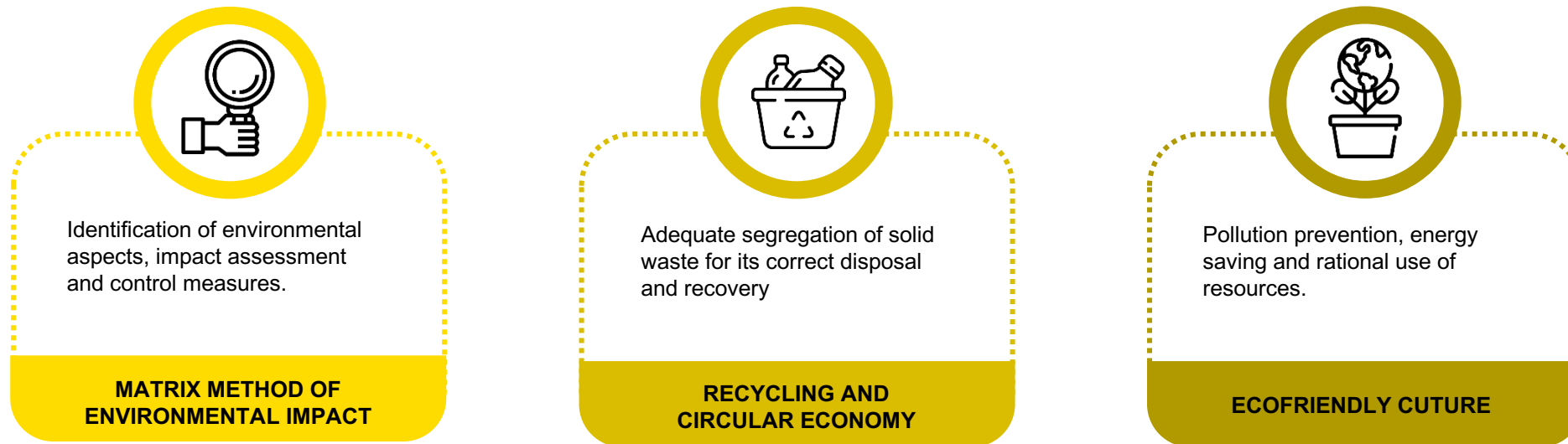


WATER QUALITY RESULTS

We are **80%** below the Environmental Quality Standard for water discharged to sewers.



3.4 AWARENESS-RISING



We train **all our employees and the local government (Municipalidad de Independencia)** annually on strategically selected environmental issues to ensure proper waste management in all our processes.



4

Social commitment

- 16 Accident prevention
- 18 Employees
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- 25 Community





4.1 ACCIDENT PREVENTION

According to the International Labor Organization, about 1,000 people a day lose their lives as a result of occupational accidents and about 6,500 from occupational diseases. It is estimated that at least 1.9 million occupational fatalities occur worldwide each year, in addition to 360 million non-fatal occupational accidents that result in more than 4 days of sick leave. According to the Ministry of Labor*, during 2024 a monthly average of 8 fatal accidents, 2154 occupational accidents, 19 dangerous incidents and 10 occupational diseases were recorded in Lima. In the Manufacturing Industry, the monthly average was 4 fatal accidents, 680 occupational accidents, 9 dangerous incidents and 0 occupational diseases.

Contusions and strikes with objects and work tools occupy the first place in reported non-fatal accidents, with overconfidence and the lack of prevention plans in the companies as the main factors causing these accidents.

In Tecnofil, during 2024, we have 0 fatal accidents, 1.9 occupational accidents, and 0 occupational diseases as a monthly average.

Tecnofil's Accident Prevention Program is focused on reducing the level of occupational risk by identifying and correcting Unsafe Acts and Conditions. For Unsafe Acts, we have been working with a Behavior Based Safety methodology SOTA (Stop, Observe, Think and Act) that responds to a powerful tool for safe decision making in our working day. For Unsafe Conditions we work on Improvement Projects in machines, tools and facilities that help us to reduce the occupational risk index.

**Source: Ministry of Labor and Employment Promotion, 2024*





4.1 ACCIDENT PREVENTION

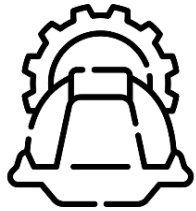


POPA is our **Behavior-Based Safety** methodology that prioritizes the prevention of workplace accidents due to **unsafe acts**, through this culture we seek to standardize the method for making **safe decisions** during the workday





4.1 ACCIDENT PREVENTION



We provide annual specialized **training** in Occupational Safety and Health, and daily **5-minute talks** before starting work.



We conduct periodic **drills** in all our Emergency Plans to prepare all our employees.



We have a **Brigade** that has been trained in all emergency situations that may arise.

MANAGEMENT OF UNSAFE CONDITIONS

15

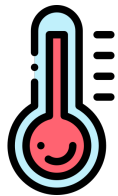
Improvement Projects focused on improving **unsafe conditions**.





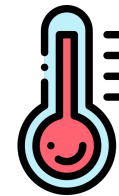
4.2 EMPLOYEES

RESULTS OF THE EVALUATION OF THE RELATIONSHIP WITH THE EMPLOYEES IN 2024



78%

of work environment



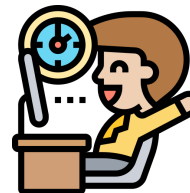
90%

of Gestalt work environment



92%

proud to work at Tecnofil



88%

would recommend Tecnofil for
its good working environment.





4.2 EMPLOYEES



ECONOMIC BENEFITS



Food allowances
based on monthly indicators.



Quinquenios (Five-year periods) to recognize years of service.



Interest-free loans,
according to each need.



Transportation 100% covered for workers attending the plant.



Shared savings to duplicate the AFP/SNP according to the years of service.



Housing program, to improve workers' quality of life





4.2 EMPLOYEES



WELFARE



Breakfast and snack are free.



Psychological support and counseling available to everybody.



Bereavement leave for immediate family members.



Lunch subsidized at 75%.



Free **laundry** for all workers.



Gifts to workers for births or marriages.



Voluntary and **solidarity fundraising** to help in the most difficult moments.



Self-insurance for care in private clinics, covering 90% of analyses or examinations.





4.2 EMPLOYEES



DEVELOPMENT



Agreements for the development of our workers in:

- Short courses
- Technical and University careers
- Continuing education programs (post-graduate).



Sponsorships to children or siblings who study at SENATI, to support the family of our workers,





4.3 COMMUNICATION

WORKERS' REPRESENTATIVES

We hold face-to-face meetings every 4 months between Senior Management and Employee Representatives, where issues related to the running of the factory are discussed and suggestions are received.



TCOMUNICA AND MONTHLY RESPONSES

Through Tcomunica we communicate with workers about different plant issues through WhatsApp and banners in the plant. We also receive queries that are answered monthly by Management.



MEETINGS WITH SENIOR MANAGEMENT

Every 3 months we hold meetings between Senior Management and all employees, to inform them about issues related to quality and complaints, safety and environment, common interests, etc.





4.3 COMMUNICATION

426

Average daily **views** of stories on the corporate WhatsApp.



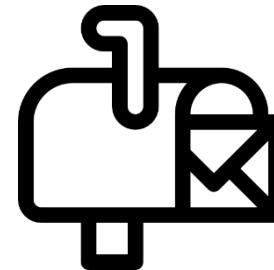
249

Monthly average of **impressions** on the corporate LinkedIn.



100%

Percentage of messages **answered** by TComunica (548 messages in total).





4.4 TRAINING

LEADERSHIP



Aimed at personnel with people in charge in order to develop their leadership and high-performance team management skills.

TECHNICAL



Aimed at all personnel with the purpose of developing the theoretical knowledge and skills necessary for the execution of responsibilities inherent to each position.

REGULATIONS



Aimed at all personnel in order to comply with legal and Integrated Management System audits.



60%

more trained
personnel compared to
2023



4.5 COMMUNITY

2024 DONATIONS



We contribute to UTEC's **Avanzado Juntos Scholarship** for outstanding students facing financial hardship.



We are members of the Hombro a Hombro program for disaster preparedness and early warning in disaster management in Peru.



We collaborate with the **Anemia Cero project**, an initiative aimed at reducing the prevalence of anemia, especially in children.



5

Commitment to good governance

- 28 Crime prevention
- 29 Risk and Audit Committee
- 30 Supply Chain

16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS





5.1 CRIME PREVENTION

Peruvian Anti-Corruption Law 3024 regulates the Administrative Liability of Juridical Persons and has been regulated on January 12th, 2019 through DS-002-2019 JUS. This Law penalizes companies for the commission of crimes of Bribery, Collusion, Influence Peddling and Money Laundering and Financing of Terrorism.

The Administrative Liability consists of sanctions against the company ranging from: **the closure of the premises, loss of licenses and fines** of up to 49 million soles and **imprisonment** of its legal representatives (Directors, Managers, among others), for committing acts of corruption

TECNOFIL has implemented a Prevention Model based on five components: **Prevention Officer, Risk Management, Whistleblowing Procedures, Training, and Monitoring.**



5.1 CRIME PREVENTION

TECNOFIL has implemented the Anti-Bribery Law, an Anti-Bribery Management System, and an Internal Fraud Management System. In 2024, we **certified** our Anti-Bribery Management System with **ISO 37001:2016**.

With these controls we minimize the risk of being part of illicit activities such as bribery, money laundering, terrorist financing, drug trafficking, among others.



ANTI-BRIBERY LAW

The Anti-Corruption Law is a tool that regulates liability for corruption, bribery, money laundering, financing of terrorism, influence peddling and collusion.



ISO 37001

It is the international standard that specifies the requirements and provides guidance for establishing, implementing, maintaining, reviewing and improving an anti-bribery management system.



INTERNAL FRAUD

Defines key information management and controls to permanently prevent internal fraud, misrepresentation or misappropriation of information or assets in the organization at all levels.



5.2 RISK AND AUDIT COMMITTEE

6

ANNUAL INTERNAL AUDITS

- BASC/AEO
- Trinorma
- Legal compliance
- Anti-bribery
- WCA

5

ANNUAL EXTERNAL AUDITS

- BASC
- AEO
- Financial Institution
- Trinorma Follow-up
- Legal compliance

2

TRIANNUAL EXTERNAL AUDITS

- Trinorma Recertification
- Social Responsibility

1

BIANNUAL EXTERNAL AUDITS

- SST / MINTRA

Our Risk Management methodology encompasses our entire **Integrated Management System**. Our Risk and Audit Committee is formed by Tecnofil's Board of Directors and ensures the implementation and compliance of all control measures determined to minimize the risks identified.

This process is periodically evaluated through environmental, occupational health and safety, quality, supply chain safety, financial and organizational audits.

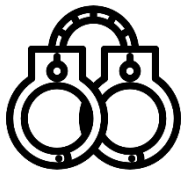




5.3 SUPPLY CHAIN

Illicit drug trafficking is a crime against public health and is defined in articles 296 to 298 of the Penal Code. It consists of promoting, favoring or facilitating the illegal consumption of drugs through manufacture or trafficking, or possessing such substances for the latter purpose.

According to figures from INEI*, 12,651 people were arrested for illicit drug trafficking in Peru in 2023. In these interventions, a total of 88,993 kg of drugs were seized, of which 46% corresponded to cocaine base paste (PBC), 29% to marijuana and 24% to cocaine.



12,651

people arrested for illicit
drug trafficking during 2022
in Peru

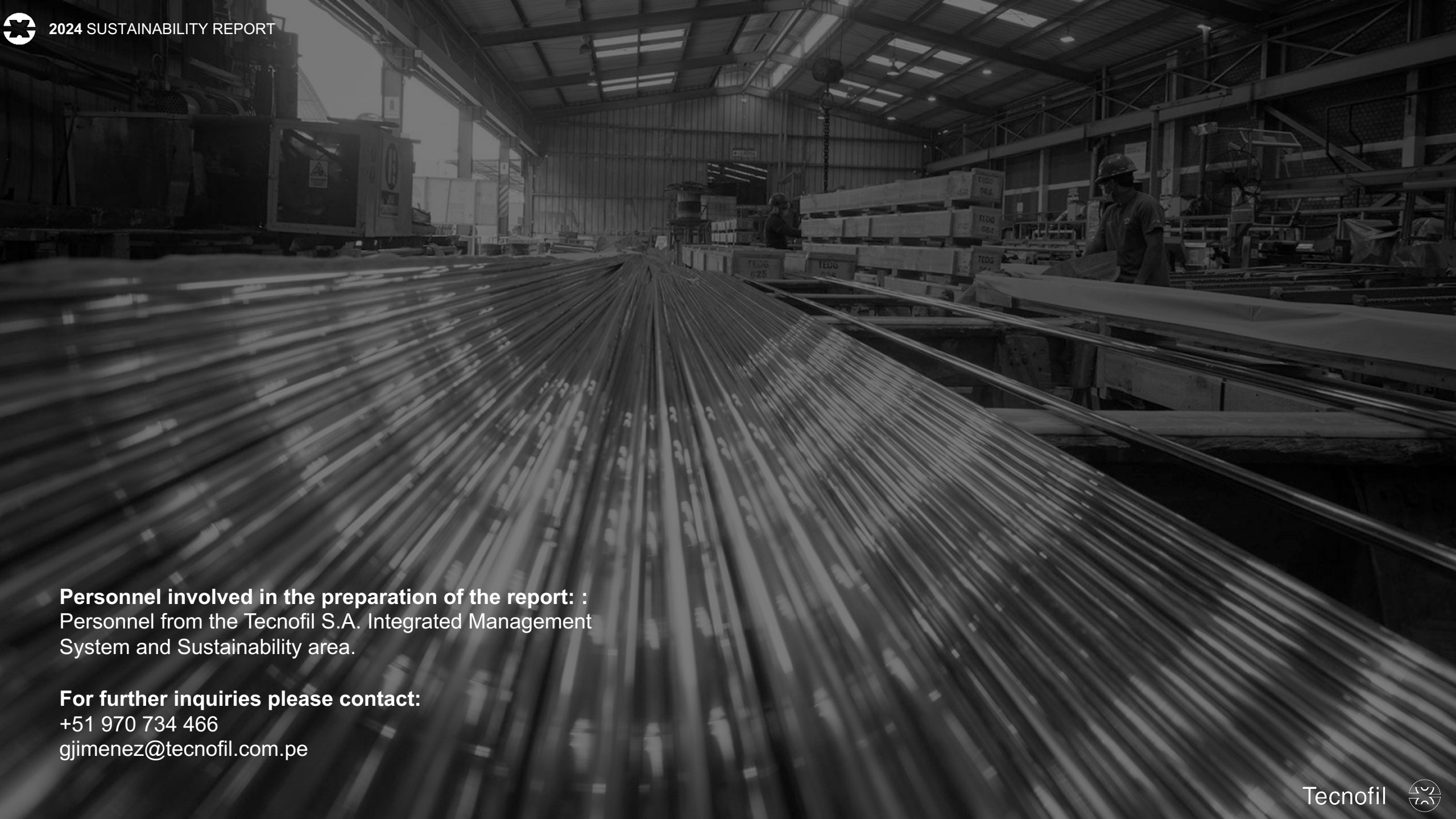


88,993 kg

of drugs confiscated in
interventions during 2022 in
Peru

**Source: National Institute of Statistics and Informatics, 2024*





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