

SUSTAINABILITY REPORT 2025



Term: January - December 2025

Issue date: April 2026

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Tecnofil in figures 2025



50

years of experience in the market.



\$838

million in sales, 42% more compared to 2024.



73.594

thousand metric tons of finished product, 19% more compared to 2024.



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



tecnofil



11

Operational improvement projects



12 certifications

3 additional certifications compared to 2024.



10 recognitions

for our environmental and quality management system.



\$1.1

million invested in improvement projects.

Tecnofil in figures 2025



\$ 695

million dollars in domestic purchases that helped boost the economy, 29% more than in 2024.



\$ 112

thousand dollars budgeted for environmental management, 31% more than in 2024.



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

EE.UU.
El Paso

EE.UU.
Carolina del Sur

México
Ciudad de México

Puerto Rico
Caguas



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

Our Awards



On the occasion of our 50th anniversary, we were honored with two important recognitions from the National Society of Industries (SNI): one granted by the Metalworking Committees and another by the SNI Board of Directors.



We are proud to be recognized in the “Export Leadership – Asociación de Exportadores (ADEX) 2024” category, an award that highlights our performance and strategic vision, which have enabled us to represent the country with a strong international impact.



We were honored with a recognition from the National Society of Industries (SNI) for having certified the IATF 16949 Automotive Quality Management System standard.



We were winners of the “Recognition of Excellence Practices” competition organized by the Sociedad Nacional de Industrias, with two of our water recovery projects.



We are proud to have been recognized by Pacífico Seguros among the companies leading the transformation toward smarter, more sustainable, and people-centered prevention models.



For the second consecutive year, we have been recognized as a Water Responsible Company. We received 3 stars in the “Innovation” category in the competition organized by Aquafondo.



Within the framework of Exporter’s Day, we were recognized by the Asociación de Exportadores (ADEX) in the “Export Excellence” category, highlighting our commitment to sustainability, innovation, and the development of our international operations.



We were recognized as Supplier of the Year by Schneider Electric. We proudly celebrate this important recognition, which reaffirms the value of our work and the positive impact we generate through strong strategic partnerships.



We were recognized by Instituto Nacional de Defensa Civil (INDECI) and the Hombro a Hombro business movement for our participation during 2024 and 2025 in disaster risk management initiatives in the country.



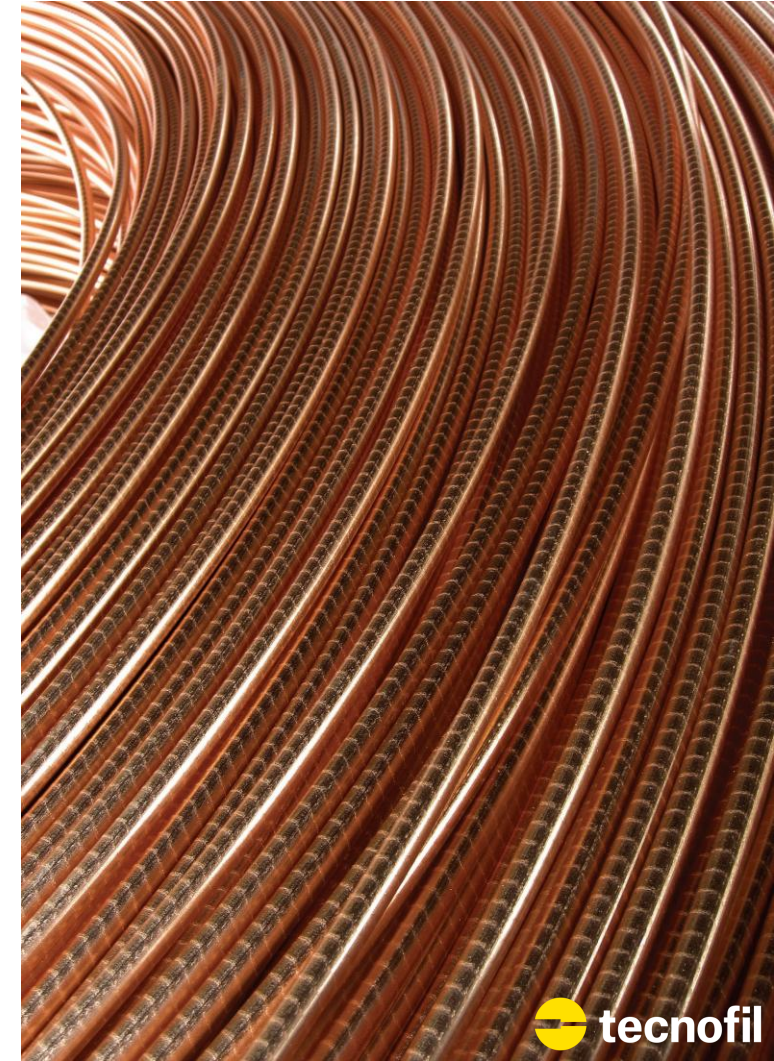
We were recognized in the ZIS Peru Route, organized by the Ministerio de la Producción del Perú and Organización de las Naciones Unidas para el Desarrollo Industrial (UNIDO), as a standout company for our commitment to sustainable and innovative production practices.

1 Presentation

- 01 About us
- 02 Our purpose
- 03 Our principles
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1.1 About Us

We have more than 50 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 pillars

Continuous Improvement

Our commitment is to continuously innovate and improve our processes, products, and services, ensuring efficiency, quality, and sustainability. Continuous improvement is the foundation for maintaining our competitiveness, meeting international standards, and effectively responding to the needs of our customers and stakeholders.



Social Responsibility

We are committed to the development of the community in our area of influence, strengthening inclusion, well-being, and improving people's quality of life. Through programs in education, health, nutrition, culture, and corporate volunteering, we aim to generate a positive impact that promotes equity and shared growth.



Environmental Protection

We promote responsible management of natural resources, working to reduce our footprint through energy efficiency, responsible use of water and materials, and proper waste management. Our goal is to actively contribute to ecosystem conservation and to meeting global commitments on climate change.



Good Governance

Transparency, ethics, and integrity are the principles that guide all our actions. We have clear anti-bribery control policies that ensure responsible and reliable management. Our goal is to maintain trust-based relationships with employees, customers, suppliers, and society, contributing to institutional strengthening and long-term sustainability.



2

CONTINUOUS COMMITMENT

- 07 Strategic Planning
- 08 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 2025.

MANAGEMENT REVIEW

Our strategic guidelines to 2026 are periodically reviewed by Senior Management. There are 2 Triple standard 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

2.2 Integrated Management System



March-2025
we certified
IATF 16949

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

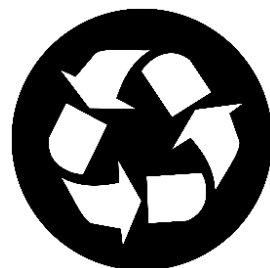
- 14 Waste Management with a Circular Economy Approach
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- 19 Awareness



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



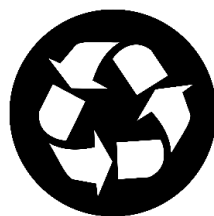
148,496.63 tons per year
total waste recovered
in Peru in 2021

**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.



94%

of our waste is recovered or reused



6%

of our waste is disposed of.



SDG 12: Responsible
Consumption and
Production

3.1 Circular Economy Approach

USE OF RECYCLED RAW MATERIALS

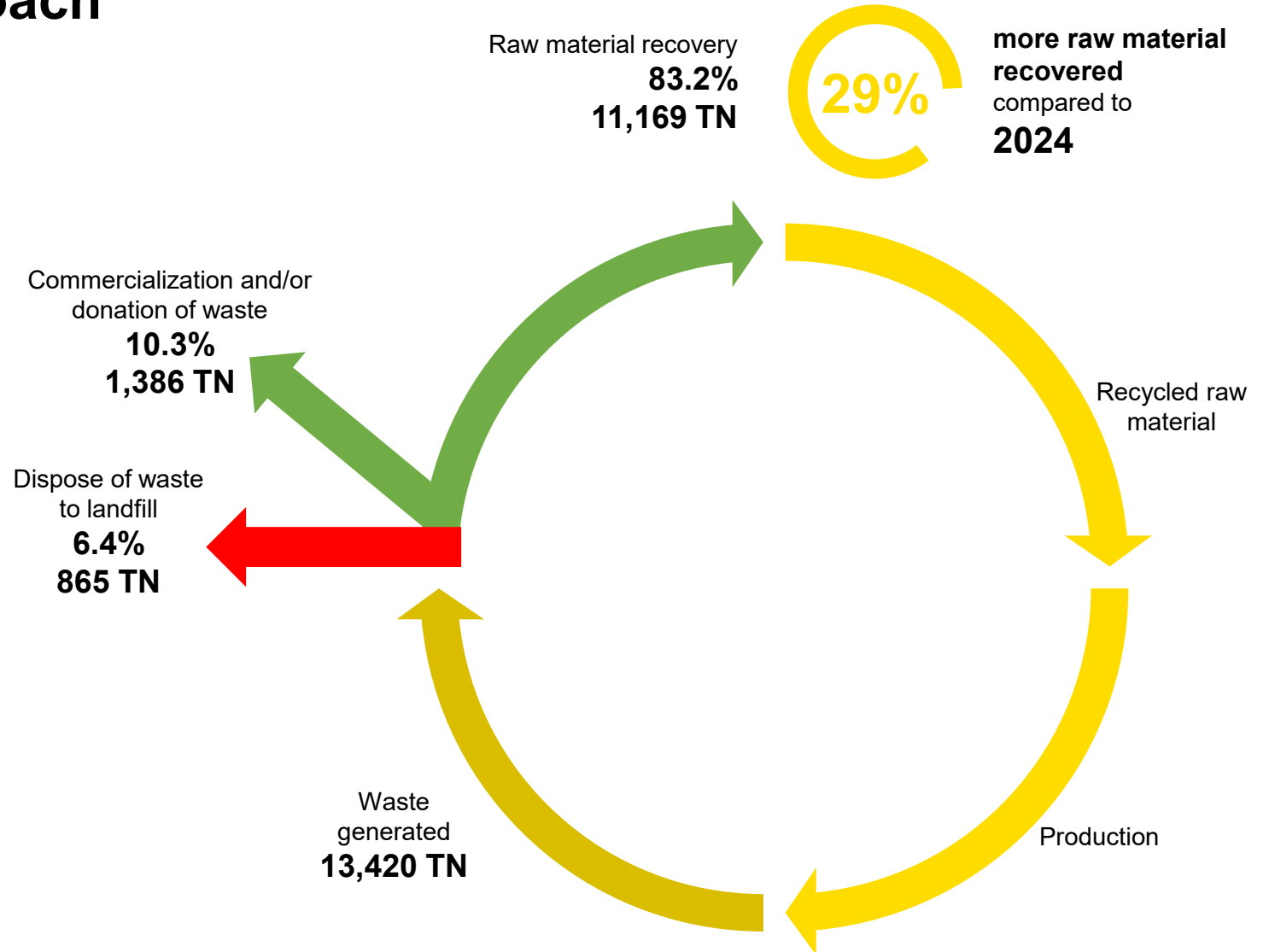
Tecnofil uses recycled raw material in its production process maintaining the quality standard in its finished product. This comes from our **customers**, from **recirculation** within our own process, and from the purchase of **copper scrap**.

WASTE COMMERCIALIZED AND/OR DONATED

10.3% of our waste is **commercialized** or **donated** as a supply or raw material in other production processes.

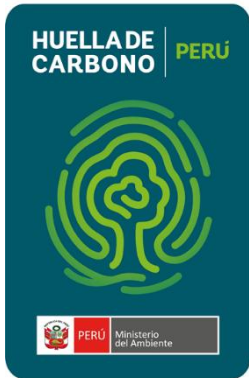
RECUPERACIÓN DE RESIDUOS E INSUMOS

We recover **25%** of the **wooden pallets**, **10%** 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 2025**



GHG*:
-10,823 tCO2/year



WATER:
-33% below our target (m³/ton of production)

*Greenhouse gases

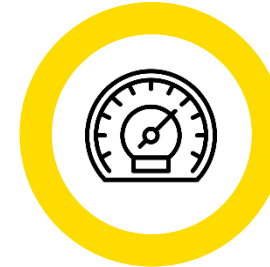
3.3 Environmental Management

ISO 14001 CERTIFICATION



APPROVED ENVIRONMENTAL INSTRUMENT (TSR AND EIS)

100% OF ENVIRONMENTAL COMMITMENTS ASSUMED



HALF-YEARLY ENVIRONMENTAL MONITORING

MONTHLY / HALF-YEARLY ENVIRONMENTAL CLEANING

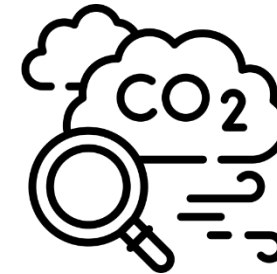
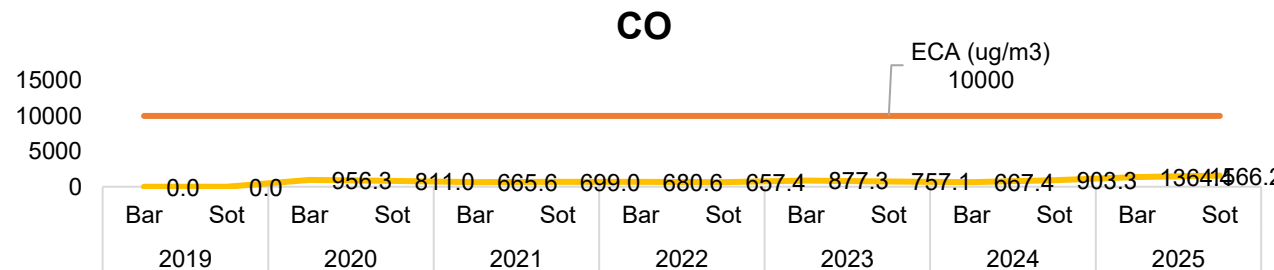
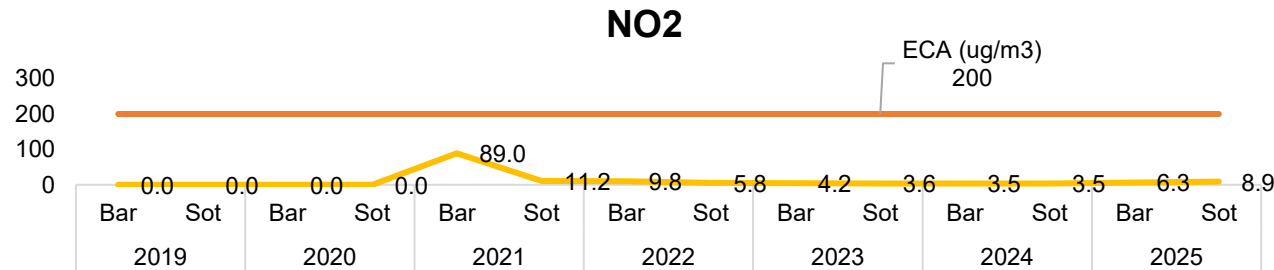
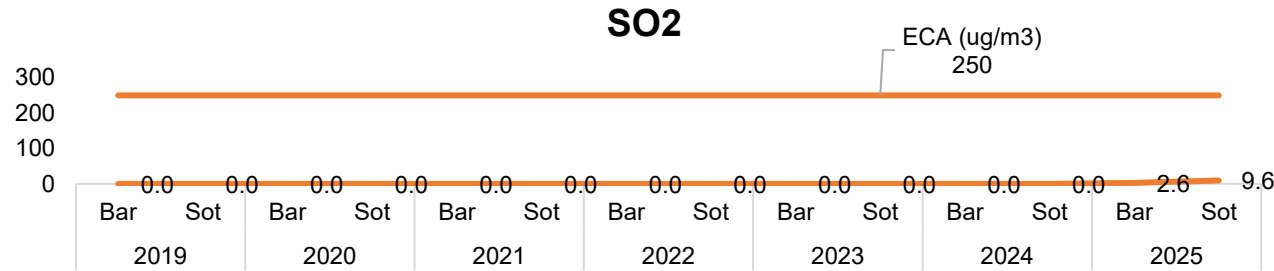


ENVIRONMENTAL PROJECTS FOCUSED ON CE*

*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

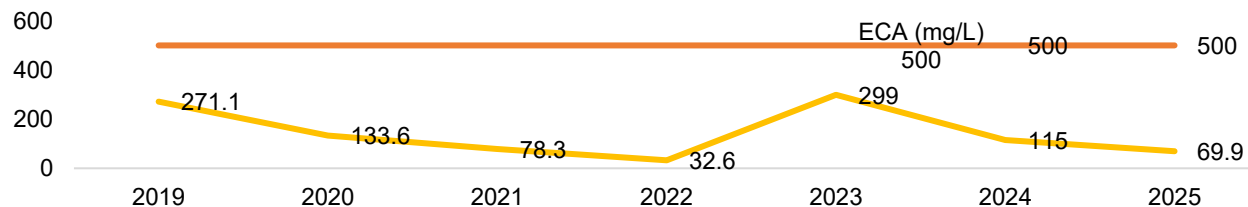


AIR QUALITY RESULTS

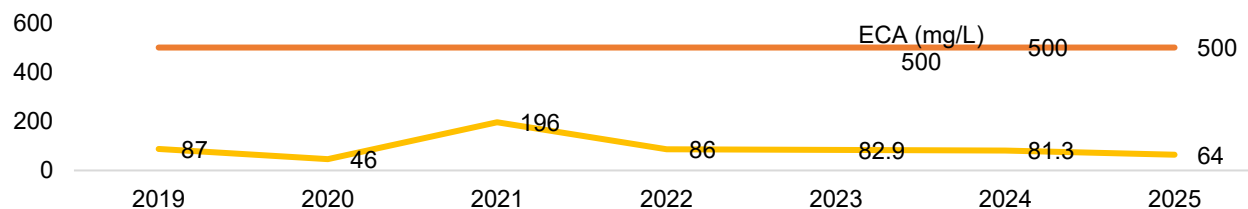
We are **96%** below the Environmental Quality Standard

3.3 Environmental Management

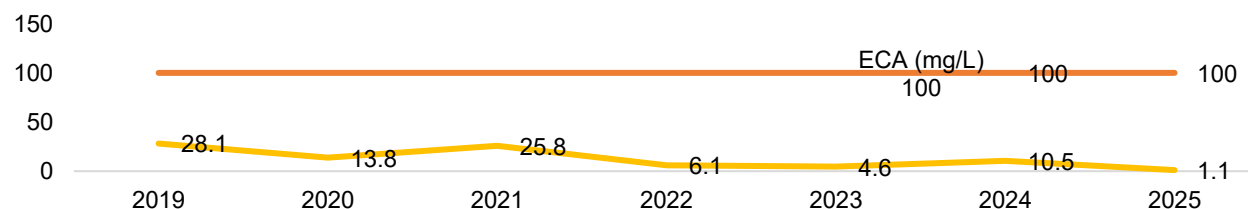
Biochemical Oxygen Demand



Total Suspended Solids



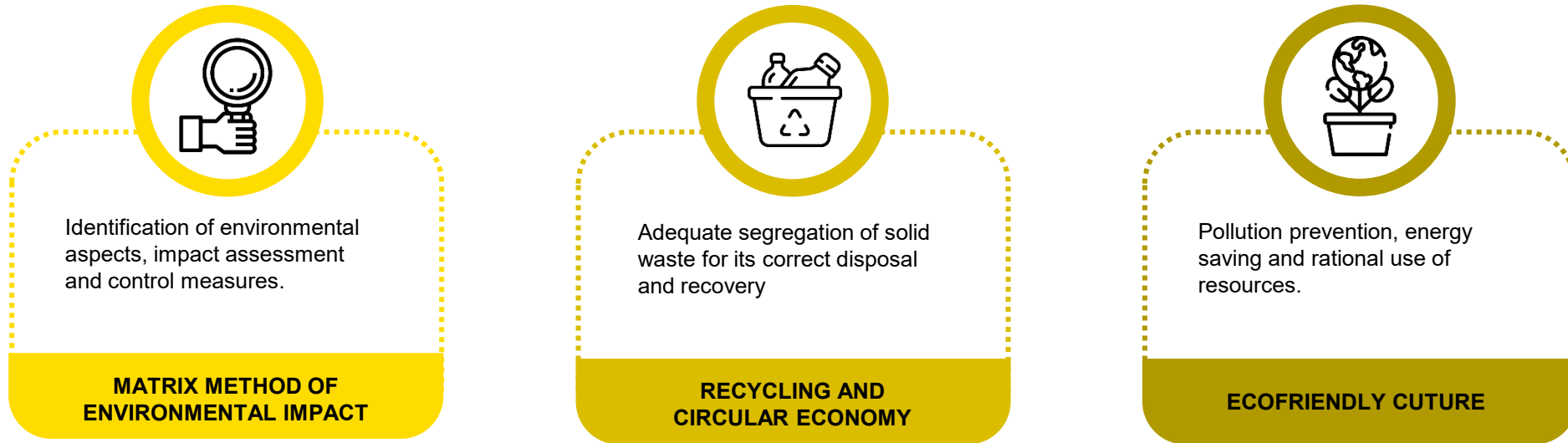
Oils and Greases



WATER QUALITY RESULTS

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

3.4 Awareness



We train **all our employees** annually on strategically selected environmental issues to ensure proper waste management in all our processes.

4 SOCIAL COMMITMENT

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- 24 Workers
- 28 Communication
- 30 Training
- 31 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 2025 a monthly average of 5 fatal accidents, 2655 occupational accidents, 19 dangerous incidents and 10 occupational diseases were recorded in Lima. In the Manufacturing Industry, the monthly average was 3 fatal accidents, 694 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 2025, we have 0 fatal accidents, 1.7 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.

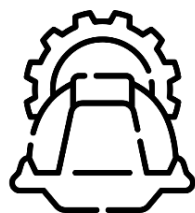
**Source: Ministry of Labor and Employment Promotion, 2025*

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

10

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

4.2 Workers

RESULTS OF THE EVALUATION OF THE RELATIONSHIP WITH THE EMPLOYEES IN 2025



81%
of work environment



92%
of Gestalt work
environment



93%
proud to work at
Tecnofil



88%
would recommend Tecnofil for
its good working environment.

4.2 Workers



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 Workers



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 Workers



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

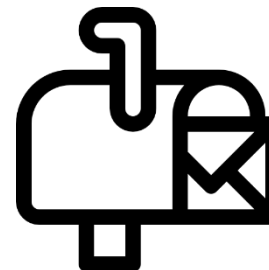
26,982

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



100%

Percentage of messages **answered** by TComunica (270 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.



More trained personnel compared to **2024**

4.5 Community

2025 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

- 33 Crime Prevention
- 35 Risk and Audit Committee
- 36 Supply Chain



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: an Anti-Bribery Law framework, an Anti-Bribery Management System, and an Internal Fraud Management System. We have a certified Anti-Bribery Management System under ISO 37001:2016.

Through these controls, we minimize the risk of being involved in 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

7

ANNUAL INTERNAL AUDITS

- BASC
- AEO
- Triple standard
- Legal compliance
- Anti-bribery
- WCA
- IATF

6

ANNUAL EXTERNAL AUDITS

- BASC
- AEO
- Financial Institution
- Triple standard Follow-up
- Anti-bribery
- IATF

2

TRIENNIAL EXTERNAL AUDITS

- Triple standard
Recertification
- Social Responsibility

1

BIENNIAL EXTERNAL AUDITS

- SST / MINTRA

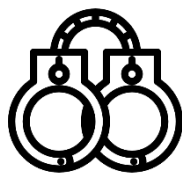
Our Risk Management methodology encompasses our entire **Integrated Management System**. Our Risk and Audit Committee is formed by Tecnofil's Board of Directors and ensures the implementation and compliance of all control measures determined to minimize the risks identified.

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*, 11,870 people were arrested for illicit drug trafficking in Peru in 2024. In these interventions, a total of 151,922 kg of drugs were seized, of which 47% corresponded to cocaine base paste (PBC), 29% to marijuana and 24% to cocaine.



11,870

people arrested for illicit
drug trafficking during 2024
in Peru



151,922 kg

of drugs confiscated in
interventions during 2024 in
Peru

**Source: National Institute of Statistics and Informatics, 2025*

5.3 Supply Chain

Our international trade activities enable us to maintain a control and security management system to mitigate current risks such as product contamination, terrorism, smuggling, and other illicit activities. Our BASC and Authorized Economic Operator (AEO) Importer and Exporter certifications ensure the prevention and mitigation of these risks, guaranteeing the security of our processes for all our business partners.

OTHER BENEFITS



Timely response to illicit findings



International credibility



Greater access to international markets



Streamlined customs management



Safe working environment



Critical business partners have signed Security Agreements and are certified under BASC, AEO, or equivalent standards.



Prepared with the collaboration of:
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and Sustainability area of Tecnofil S.A.

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