



# Our commitment 2024



# Message from the CEO and the Chairman of the Board



(GRI 2-22)

To our stakeholders:

We are pleased to present our Report “Our commitment”, a publication that summarizes our intense and committed work during 2024 to consolidate a sustainable development model in the oil industry, maintain the company’s comprehensive growth, and its institutional evolution.

During this period, our cumulative investment reached almost USD 600 million, and historical production exceeded 24 million barrels of oil. In addition, we achieved certification of 100 million barrels of proven and probable reserves, a guarantee of continuity and productivity for the coming years.

**We contributed 43 % of national crude oil production in 2024, a result that confirms our leadership in the local industry and consolidates the Bretaña Field of Block 95 as a key strategic asset for the Loreto region.**

Our personnel grew by 35 % to a total of 200 employees. The challenge of managing both our direct workforce and the larger number of contractor workers motivated an evolution in our preventive health and safety culture, which we apply at all levels and activities of the company.

**This report highlights the valuable progress, achievements, and milestones reached in terms of sustainability, and will serve as concrete evidence of our ongoing commitment to transparency and the development of responsible oil activities that contribute to environmental preservation and local development.**

In the social sphere, the Permanent Fund for the Development of the Puinahua District (Fund 2.5) accumulated almost USD 22 million at the end of 2024, as a result of our contributions. These resources were designed to finance projects that promote a better quality of life in the district where we have been operating since 2017.

We supported the execution of various infrastructure projects in Puinahua, with the aim of improving community and educational spaces. In addition, we prepared technical files for future projects that will continue to promote local development.



At the same time, the Citizen Socio-Environmental Monitoring Program (PROMOSAC) conducted 458 environmental monitoring activities of our operations, our higher-education scholarship program benefited 100 students from the district of Puinahua and 95 Indigenous students from the Loreto region; and we generated 545 local jobs, among other activities and benefits.

We also actively disseminated the company's new Human Rights policy among our employees, contractors, and police officers, and strengthened mechanisms to prevent child labor throughout our value chain.

In the environmental sphere, within the framework of our commitment to addressing climate impacts, we continued calculating our carbon footprint and initiated a first assessment of fugitive emissions, with a particular focus on methane, across our operations through the use of advanced portable drone technology.

We continued the implementation of our Environmental Compensation Plan, through coordinated efforts with the National Service of Natural Areas Protected by the State (SERNANP) to mitigate the impacts of our operations in the buffer zone of the Pacaya Samiria National Reserve (RNPS). In compliance with the plan, in 2024 we built and equipped conservation and development centers in priority sectors of the reserve, and implemented satellite internet in six of these stations, which are essential for monitoring this natural wonder.

We also support patrols and monitoring, with approved protocols, of the white caiman and the giant river otter. In addition, we promoted sustainable commercial activities, such as the formalization of 200 artisanal fishermen, sustained support for the formal commercialization of taricaya eggs, and contribution to the "Entrepreneurs by Nature" fund contest.

Moreover, the Biodiversity Monitoring Program made it possible to discover a new species of orchid named *Specklinia bretaiiense*, in honor of the locality of Bretaña, where it was found and close to the company's operations. This discovery is detailed in the orchid study conducted in Block 95 and was presented at the III Peruvian Congress of Orchidology.

**Our 2024 Commitment is not intended to be merely a collection of figures or a record of activities. More than that, we want this report to serve as a reference material that reflects how the oil operations we have carried out over the past seven years are conducted responsibly, promoting transparency, safety, local development, and environmental protection, within the framework of the procedures established by SERNANP for the compatibility of projects in the buffer zone of the RNPS.**



–

Sincerely,

**Manolo Pablo Zúñiga-Pflücker**  
CEO & PetroTal Corp. Director

**Mark McComiskey**  
Chairman of the Board

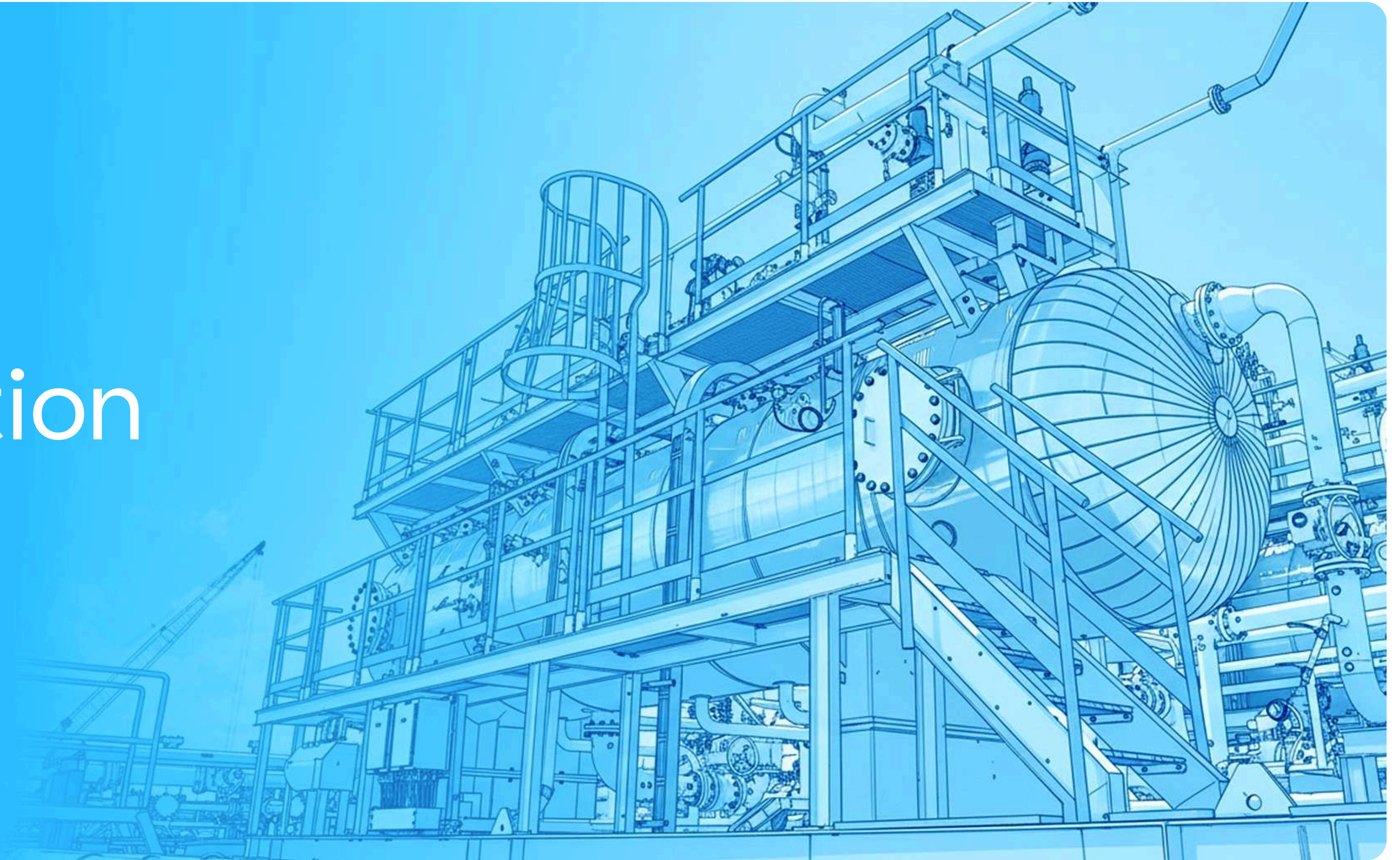


# Contents

Message from the CEO and the Chairman of the Board	2		
Contents	4		
<b>1. General Information</b>	<b>5</b>		
1.1. Company operations	6		
1.1.1. Corporate strategy	8		
1.1.2. Operational performance	9		
1.2. Governance structure	10		
1.3. Compliance management	12		
1.3.1. Project management	13		
1.3.2. Cases of non-compliance	14		
1.3.3. Association affiliation	15		
1.4. Management of material topics	16		
1.5. Stakeholder dialogue	17		
1.6. About the report	19		
<b>2. Social management and human development</b>	<b>20</b>		
2.1. Human talent management and occupational health and safety	21		
2.1.1. Talent management	21		
2.1.2. Occupational health and safety	29		
2.2. Engagement with local communities and indigenous peoples	37		
2.2.1. Community infrastructure projects	39		
2.2.2. Community development projects and initiatives	40		
2.2.3. Local procurement	42		
2.2.4. Citizen participation	43		
2.2.5. Grievances management	43		
2.3. Human rights	44		
2.3.1. Human rights due diligence	47		
2.3.2. Supply chain and human rights	48		
2.3.3. Security and human rights	49		
<b>3. Environmental management</b>	<b>50</b>		
3.1. Biodiversity and natural resources	51		
3.1.1. Protected areas and species	54		
3.1.2. Restoration of affected areas	56		
3.1.3. Water resource	57		
3.1.4. Spill prevention	59		
3.1.5. Solid waste	60		
3.2. Climate action and emissions	62		
3.2.1. Carbon footprint	63		
3.2.2. Atmospheric emissions	65		
3.2.3. Energy	66		
<b>4. Corporate governance management</b>	<b>67</b>		
4.1. Ethics and transparency	68		
4.2. Business continuity	69		
4.2.1. Economic performance	70		
4.2.2. Risk Management	71		
4.2.3. Supply chain	72		
<b>5. Appendices</b>	<b>73</b>		
5.1. Glossary and abbreviations	74		
5.2. GRI Table of Contents	75		
5.3. SASB Table of Contents	88		



# 1. General information







## 1.1. COMPANY OPERATIONS

(GRI 2-1)

We are an oil and gas company with more than seven years of operation and presence in the stock market, focused on the development of oil assets in Peru. Our operations cover the exploration, extraction, production and marketing of crude oil with a technical and efficient approach.

Hydrocarbon extraction is developed as part of our upstream operations, which include the exploration of new reserves and oil production. The extracted crude oil is treated to meet the regulatory specifications and technical requirements of our customers.

(SASB EM-EP-000.C)

Our exploration and exploitation activities are carried out in Block 95, located in the town of Bretaña, district of Puinahua, province of Requena, Loreto region. Additionally, we maintain a presence in Block 107. In this block, activities are suspended while the corresponding permits are managed as part of the exploration process.

1. Until May 2025, participation in Block 107 was held through Petrolífera Petroleum (Peru), a company wholly owned by PetroTal Corp. The transfer of ownership was completed at the end of that month.

### VALUE CHAIN

#### EXTRACTION

We are an upstream company in the oil sector. Our activities focus on exploring new reserves and extracting crude oil.



#### PRODUCTION

The crude oil is treated to meet the sales conditions established by our customers and national regulations. Variables such as free water content, salt content, sulfur content, and API gravity are monitored.



#### MARKETING

The crude oil produced in Bretaña is marketed through agreements established with our customers.





# Milestones in 2024

USD 594  
million

invested from the beginning  
to the fourth quarter of 2024

USD 550  
million

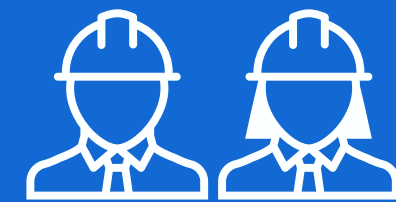
in remaining 2P investment

**+ investment**

24  
million

Cumulative production of 24 million barrels  
(mmbbls) in the last seven years and 100 million  
barrels in 2P reserves

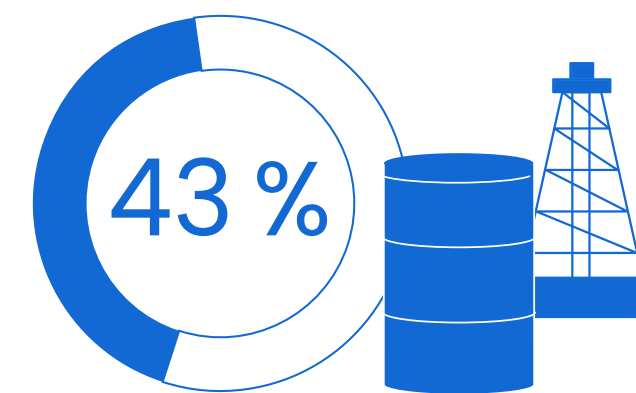
**+ reserves**



200

More than 200  
employees.

**+ employees**



Peru's largest crude oil producer,  
with a 43 % share of national  
production.

**+ production**



### 1.1.1. CORPORATE STRATEGY

(GRI 2-6)

Our corporate strategy continues to be oriented towards the development and expansion of oil assets, under an approach that prioritizes value creation.

This commitment is maintained through the implementation of environmental and social measures, established in our Environmental Impact Assessment (EIA), approved by the national government through the National Environmental Certification Service for Sustainable Investments (SENACE)<sup>2</sup>.

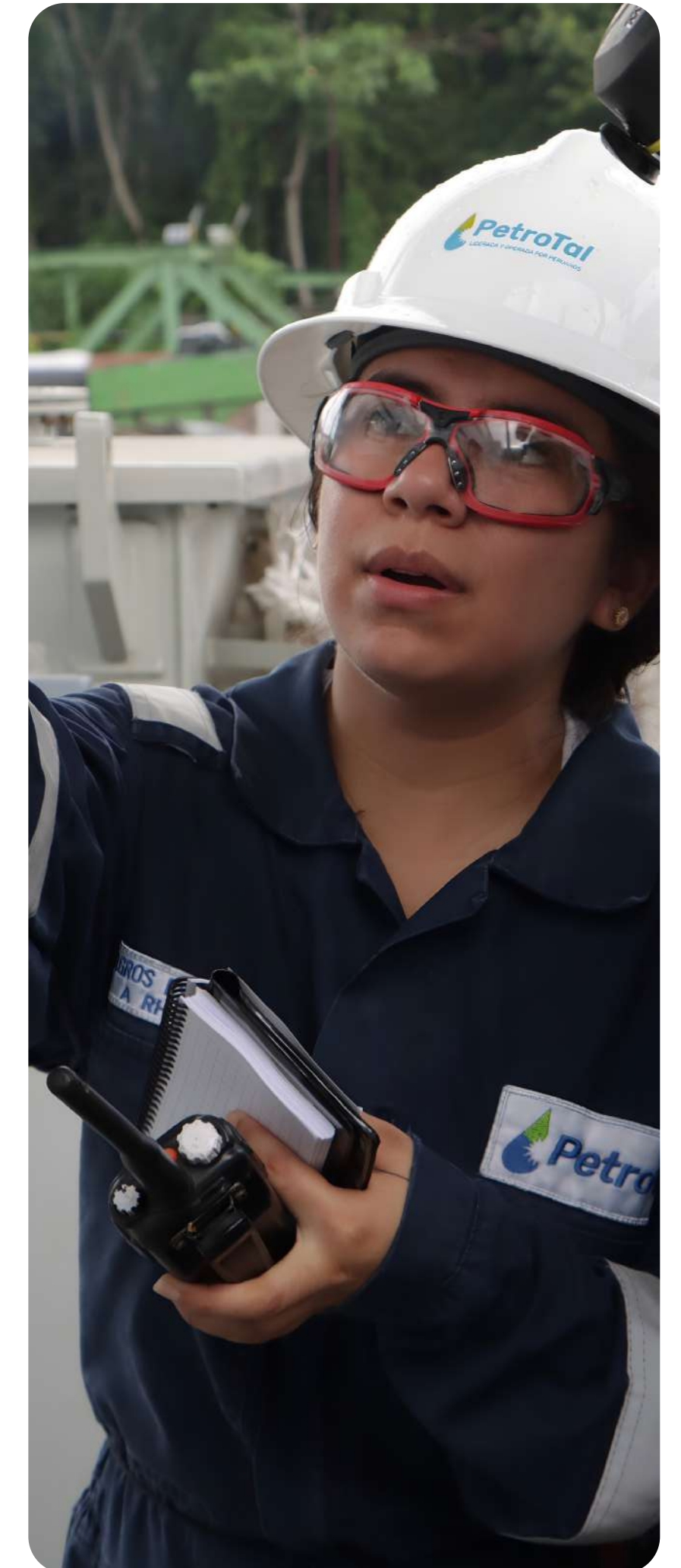
2. The SENACE establishes mandatory technical and methodological guidelines for the preparation and approval of the IGA. Among them, the Guide for the Baseline, the Guide for the Identification and Evaluation of Impacts, the Guide for the Environmental Monitoring Plan, and the Guide for the hierarchy of prevention, mitigation, and compensation measures stand out. These guides form the national regulatory framework and serve as the basis for monitoring environmental commitments. Not all of them are based on international frameworks; however, in some cases, they do incorporate specific references, such as the Project Management Manual (2021), based on best practices in Project Management, and the Guidelines for incorporating climate change adaptation (2017), which are framed within international commitments undertaken by Peru, such as the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement

To ensure the effectiveness of our operational and administrative practices, we have structured monitoring mechanisms that strengthen control and decision-making:

- **We list our shares** on the Toronto, London, and New York stock exchanges.
- **Monthly accounting closings in Peru** consolidated into quarterly reports, audited in accordance with Toronto Stock Exchange standards.
- **Continuous monitoring of CAPEX, OPEX and G&A**, with preventive alerts to the responsible areas on the progress of the AFEs.
- **Rigorous compliance** with corporate reporting schedules, externally audited and reviewed by the Board of Directors.
- **Quarterly publication of financial indicators** on the PetroTal Corp. web portal, reinforcing transparency.

In 2024, we incorporated key learnings from the previous year's management, integrating them into our institutional processes and corporate policies to strengthen efficiency and organizational governance.

- **Implementation of the SAP ERP system:** We made progress in the implementation of the SAP ERP system, which has made it possible to strengthen internal controls, automate critical processes, and improve traceability and efficiency throughout the operation.
- **Strengthening governance in purchasing and contracts:** We strengthened purchasing and contract processes through homologation and standardization with customers and suppliers.
- **Comprehensive mapping and standardization of processes:** From the financial area, we prioritize the comprehensive mapping of processes and the standardization of procedures, so that operations are aligned with our corporate policies.
- **Consolidation of the Internal Audit area:** We strengthened the role of Internal Audit, which has been key to reviewing processes, identifying critical controls, mitigating risks, and maintaining cross-cutting and rigorous monitoring of the internal control system.
- **Reinforcement of the culture of compliance:** Updating and dissemination of compliance policies, as well as the training of our staff. Additionally, we incorporated a Compliance Officer, who reports directly to the General Management and the Corporate Compliance Officer.





1.1.2. OPERATIONAL PERFORMANCE

(SASB EM-EP-000.A)

Every year we define key performance indicators (KPIs) at the Board level that allow us to comprehensively measure the performance of all management and work areas, with a special focus on commercial production and financial management

By the end of 2024, we achieved positive compliance with the goals set. Among the main results:

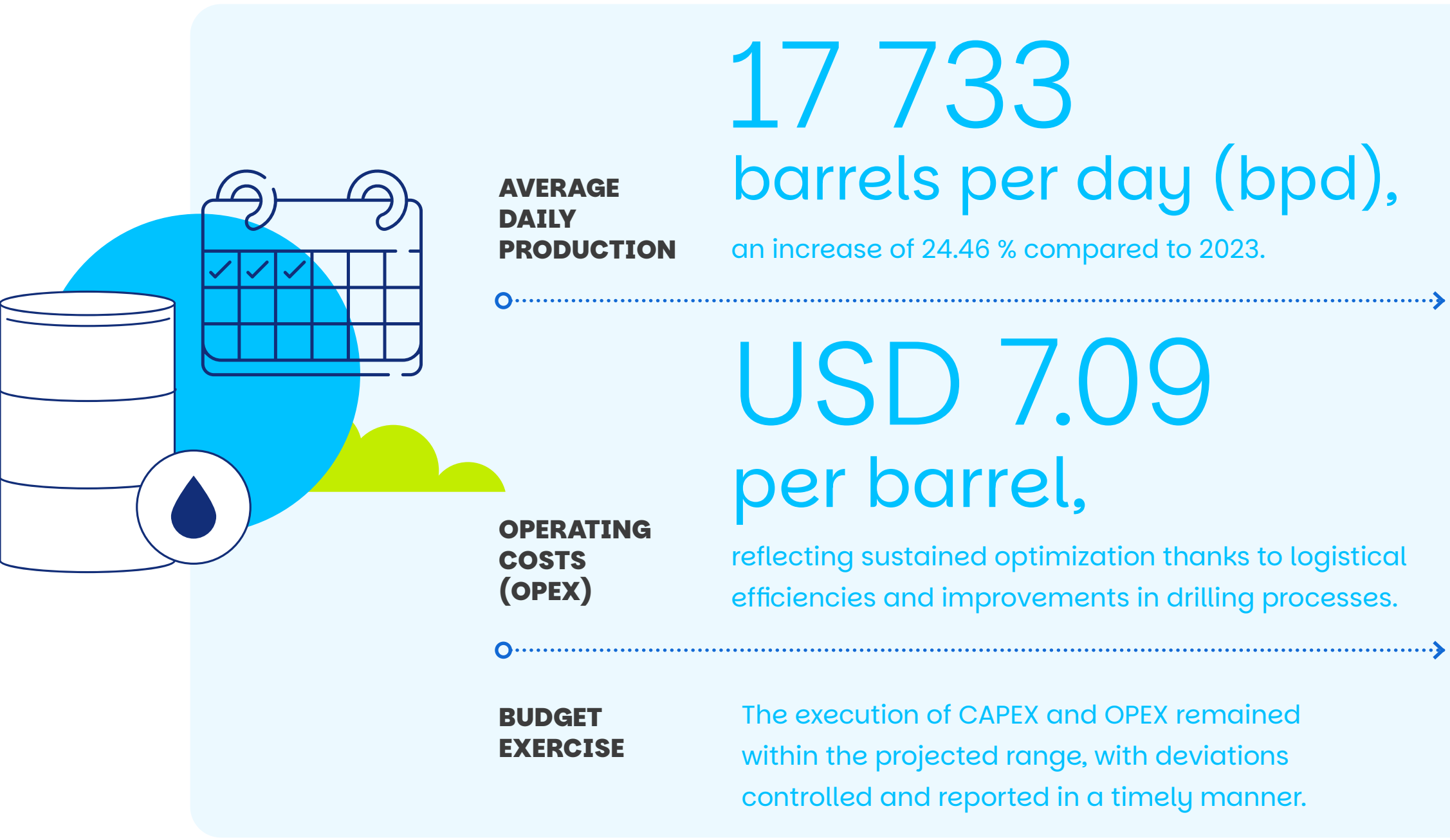


TABLE 1. ANNUAL PRODUCTION BY PRODUCT (BLS)

PRODUCT	2022	2023	2024
Crude Oil	4,453,056.00	5,200,424.00	6,490,336.00





1.2. GOVERNANCE STRUCTURE

(GRI 2-9, 2-11)

We have a governance structure headed by the Board of Directors of PetroTal Corp., responsible for managing corporate and operational affairs for the benefit of shareholders. This body is chaired by an external director and consists of members with proven experience in finance, regulation, engineering and oil operations, auditing, and the energy sector. The Board of Directors is also supported by four specialized committees.



**TABLE 2. COMPOSITION OF THE BOARD OF DIRECTORS**

NAME	ROLE	YEAR OF ENTRY	DWELL TIME	INDEPENDENCE
Manolo Pablo Zúñiga-Pflücker	CEO and Director	2017	8 years	Not independent
Mark McComiskey	Chairman of the Board	2016	9 years	Independent
Gavin Wilson	Director	2013	12 years	Independent
Eleanor Barker	Director	2019	6 years	Independent
Jon Harris	Director	2022	3 years	Independent
Felipe Arbelaez-Hoyos	Director	2023	2 years	Independent
Emily Morris	Director	2023	2 years	Independent
Denisse Abudinen	Director	2025	<1 year	Independent

Check more information about our Directory [here](#)



TABLE 3. BOARD COMMITTEES

COMMITTEE	MEMBERS	DESCRIPTION
<b>Audit Committee</b>	Eleanor Barker (Chair), Mark McComiskey, Felipe Arbelaez Hoyos	It oversees financial statements, internal control, relationship with external auditors, and the reporting of financial irregularities. It ensures the accuracy of the financial information disclosed. All its members are independent and have financial competence.
<b>Compensation and Corporate Governance Committee</b>	Mark McComiskey (Chair), Gavin Wilson, Jon Harris	It oversees compensation policies, proposes new board members, evaluates their performance, and ensures continuous improvement in governance practices. It can hire outside advisors and meets at least once a year.
<b>Reserves Committee</b>	Jon Harris (Chair), Gavin Wilson, Manuel Pablo Zúñiga-Pflücker, Emily Morris	It oversees the reserve evaluation carried out by external firms and discusses their conclusions. It may hire outside advisors and meets at least once a year or as required by the board.
<b>Health, Safety, Environment and Corporate Social Responsibility Committee</b>	Felipe Arbelaez Hoyos (Chair), Gavin Wilson, Denisse Abudinen	It reviews policies related to health, safety, environment, and social responsibility. It monitors compliance, and reports to the board of directors. It oversees the company's ESG strategy and may hire external advisors. It meets at least once a year.
<b>Technical Committee</b>	Mark McComiskey, Jon Harris (Chair), Eleanor Barker and Emily Morris, Denisse Abudinen	It plans the development of the Bretaña field and project execution activities, as well as other technical evaluations of commercial development opportunities, exploration and evaluation activities.

Find out more about our  
Committees [here](#)

(GRI 2-10)

The election of members to the Board of Directors is regulated by four key mechanisms:

- **Annual election by shareholders during the Annual General Meeting.**
- **Individual voting under majority policy, where any director who does not receive more than 50.00 % + 1 favorable votes must submit their immediate resignation, subject to acceptance by the Board of Directors.**
- **Presentation of new candidates by shareholders, in accordance with the prior-notice provisions established in internal regulations.**
- **Evaluation of independence and competencies under the rules of the Toronto Stock Exchange (TSX) and Canadian regulations, ensuring independent profiles (according to National Instrument 52-110) with sufficient experience to be part of key committees.**

(GRI 2-18)

The Board assumes responsibility for continually evaluating its performance, as well as the effectiveness of the committees and the individual contributions of its members. These assessments allow you to identify areas for improvement to optimize corporate oversight. The Corporate Governance and Compensation Committee leads these evaluations, reviewing individual input, implementing improvements, and updating criteria for new appointments.

(GRI 2-19)

Our directors are compensated for their services, reimbursed for reasonable expenses incurred in connection with participation in meetings and are entitled to the allocation of restricted and performance stock units under the Performance-Based Restricted Stock Units Plan (PRSU Plan).

(GRI 2-12, 2-13)

In terms of corporate governance, the Board of Directors oversees ESG risks and impacts primarily through the Health, Safety, Environment and Corporate Social Responsibility Committee, which monitors the ESG strategy and its implementation by management to meet annual targets. Mainly, from the Vice Presidency of Sustainability, VP of Operations and the Legal & Permits Management that include Compliance and Risks, we manage risks and opportunities, including those related to climate change, aligned with our corporate strategy and management frameworks.



### 1.3. COMPLIANCE MANAGEMENT

(GRI 2-24) (SASB EM-EP-530a.1)

Our compliance system consists of a set of policies, regulations, and manuals that establish the necessary guidelines for our operations.

#### COMPONENTS OF OUR COMPLIANCE SYSTEM



##### POLICIES

- Safety, Occupational Health, and Environment Policy
- Right to Refuse Unsafe Work Policy
- Human Rights Policy
- Sustainability Policy
- Human Resources Policy
- Conflict of Interest Policy
- Risk Management Policy
- Code of Business Conduct and Ethics
- Procurement and Contracting Policy



##### REGULATIONS

- Internal Work Regulations
- Internal Occupational Health and Safety Regulations



##### MANUALS

- Integrated Management System (IMS) Manual
- Environmental Management System (EMS) Manual
- Occupational Health Manual



At the corporate level, Board members receive, upon joining, key information on our corporate governance policies, recent public documents, access to management, legal advice and training on the London Stock Exchange’s Alternative Investment Market (AIM) Rules, through the Nominated Advisor. We also promote their continuous updating through contact with external consultants, attendance at specialized seminars and direct visits to our field operations.

For their part, all our employees receive, upon joining, the institutional policies related on ethics, crime prevention, conflict of interest management, regulatory compliance and proper use of reporting channels, enabling them to know the expected standards of conduct.



### 1.3.1. PROJECT MANAGEMENT

In environmental matters, we apply compliance management before the start of each project through environmental assessments that comply with current national regulations and the requirements established in our Environmental Impact Studies (EIA). Additionally, we use international standards as references, such as the guidelines from the World Bank, the ISO 14064 standard, the Red List of Threatened Species from the International Union for Conservation of Nature (IUCN), and technical guidelines issued by governmental entities. In environmental matters, we apply compliance management before the start of each project through environmental assessments that comply with current national regulations and the requirements established in our Environmental Impact Assessment (EIA). Additionally, we use international standards as references, such as those from the World Bank, ISO 14064, the Red List of Threatened Species from the International Union for Conservation of Nature (IUCN), and the technical guidelines issued by governmental entities. These assessments allow us to define plans and strategies to prevent, mitigate, or compensate for negative impacts on people, communities, biodiversity, and ecosystems.



We organize our environmental management considering the location and socio-environmental sensitivity of the projects, as well as the expectations of stakeholders. We implement the environmental compliance instruments that are part of the approved EIA, which mainly include:

- **The commitment to climate is reflected in various actions**, including the annual measurement of the carbon footprint, which includes the development of projections for a reduction in emissions derived from the use of gas for electricity generation. Additionally, we implement climate change adaptation projects, such as the construction of groins along the banks of the Puinahua canal, designed to halt erosion and protect both the population of Bretaña and our operations. Complementarily, we deploy our PCA. The Environmental Management and Monitoring Plan, which defines measures for soil, air, water, landscape, biodiversity and emissions, and integrates a contingency plan focused on the protection of water resources.
- **The Solid Waste Minimization and Management Program** as part of our circular economy strategy.
- **The Environmental Restoration and Compensation Programs**, which, according to the IGA approved by SENACE, are aimed at achieving net-zero loss in biodiversity by the end of the projects. The Community Relations Plan, an essential component of our Environmental Management Strategy (EMA), which articulates measures for the prevention, control and mitigation of socio-environmental impacts. It seeks to guarantee the balance between the development of the project, respect for the rights and well-being of the communities, promoting dialogue and transparency.





1.3.2. CASES OF NON-COMPLIANCE

(GRI 2-27)

In 2024, we registered cases of non-compliance (administrative violations) linked to observations made by the Supervisory Agency for Investment in Energy and Mining (OSINERGMIN) and OEFA, which resulted in the imposition of fines. Some of these sanctions are still in the process of being reviewed, as they are discrepancies related to the interpretation of the applicable regulations.

(GRI 2-16)

We also reaffirm our commitment to transparent and responsible management through the timely, confidential and objective attention of critical concerns, complaints and denunciations presented by our stakeholders.

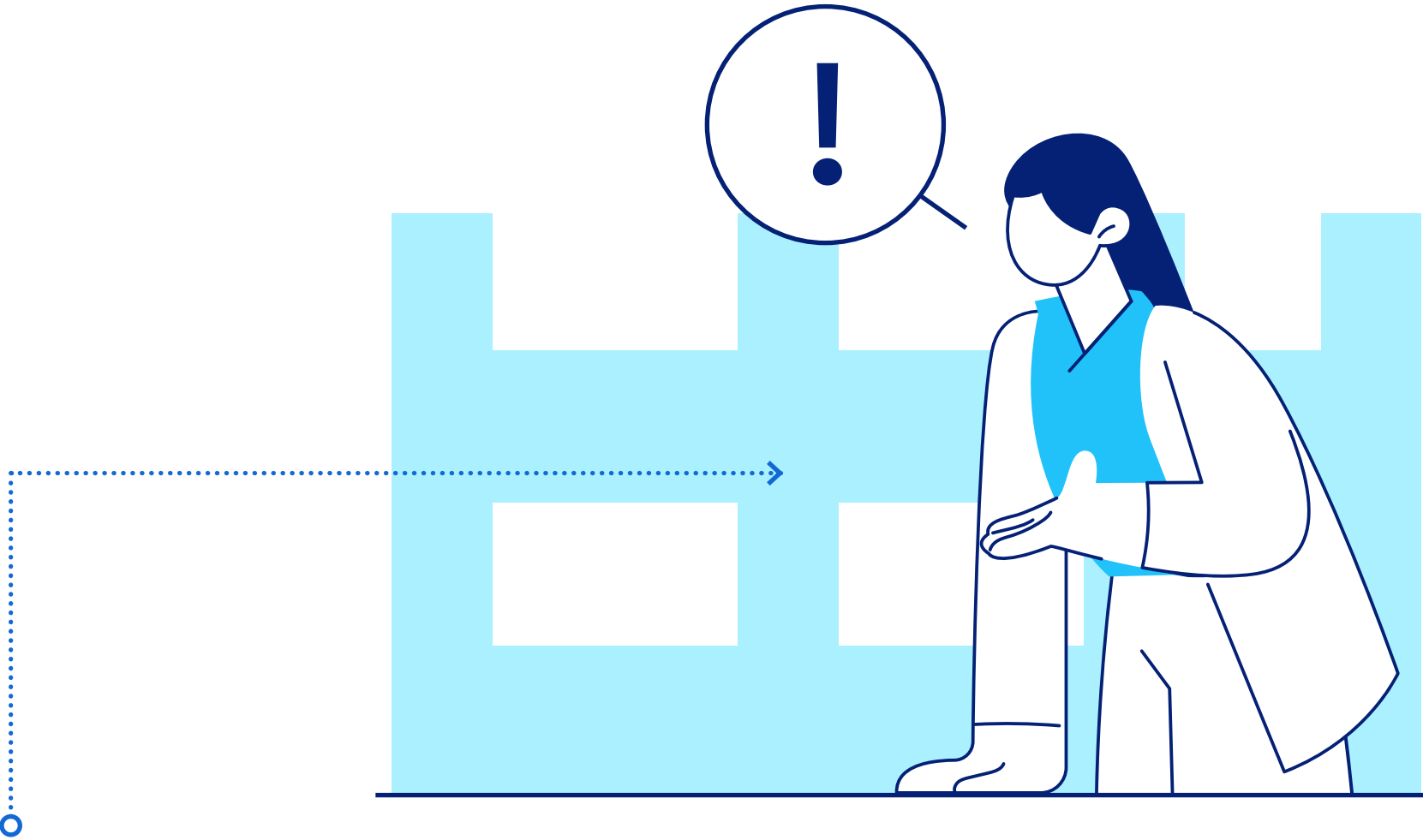


TABLE 4. CASES OF SIGNIFICANT NON-COMPLIANCE WITH LAWS AND REGULATIONS

CASES	2022	2023	2024
Number of cases that resulted in fines	0	3	10
Number of cases that resulted in non-monetary sanctions	0	0	0

TABLE 5. FINES PAID FOR CASES OF NON-COMPLIANCE WITH LAWS AND REGULATIONS (USD)

CASES	2022	2023	2024
Number of fines paid	2	2	7
Value of total fines paid	6,038.80	189,525	249,603.56



We have a Whistleblowing Policy that establishes the guidelines and procedures to report, securely and anonymously, any situation that could represent an ethical, moral or legal violation associated with our operations.



### 1.3.3. MEMBERSHIP IN ASSOCIATIONS

(GRI 2-28)

We are part of various business and trade associations that contribute to the development of the sector and promote good corporate practices. Among them are the National Society of Mining, Petroleum and Energy (SNMPE), the National Society of Industries (SNI), the American Chamber of Commerce (AMCHAM), the Peruvian Institute of Economics (IPE), Sustainable Peru, the Alliance for Works for Taxes (ALOXI), the Peru21 forum, the Canada-Peru Chamber of Commerce and the Peruvian Institute of Gas and Petroleum Engineers (IPIGP).



### 1.3.4. RECOGNITIONS AND DISTINCTIONS

(GRI 2-28)

During 2024, we received significant recognitions that support our commitment and reflect the progress we have been making in the implementation of good ESG practices. The determination of the merit of these recognitions was based on evaluation criteria established in the application guidelines of each managing entity.



- **Companies that Transform Award:**  
We received this recognition granted by IPAE, Grupo RPP, USAID and the Frieda and Manuel Delgado Parker Association, for our support to the Fisheries Innovation Project, which promotes sustainable paiche fishing, capacity building, gender equality and the generation of added value

[More information here](#)



- **ProActivo Award:**  
We were awarded by ProActivo magazine with first place in the Hydrocarbons category, in recognition of the Fisheries Innovation Project.

[More information here](#)



- **Certificación LEED Nivel Oro:**  
We obtained this certification, awarded by the U.S. Green Building Council, in recognition of the sustainable design, energy efficiency, and responsible practices implemented in our corporate headquarters, in accordance with the standards of the LEED Reference Guide Version 4 for Interior Design and Construction.

[More information here](#)

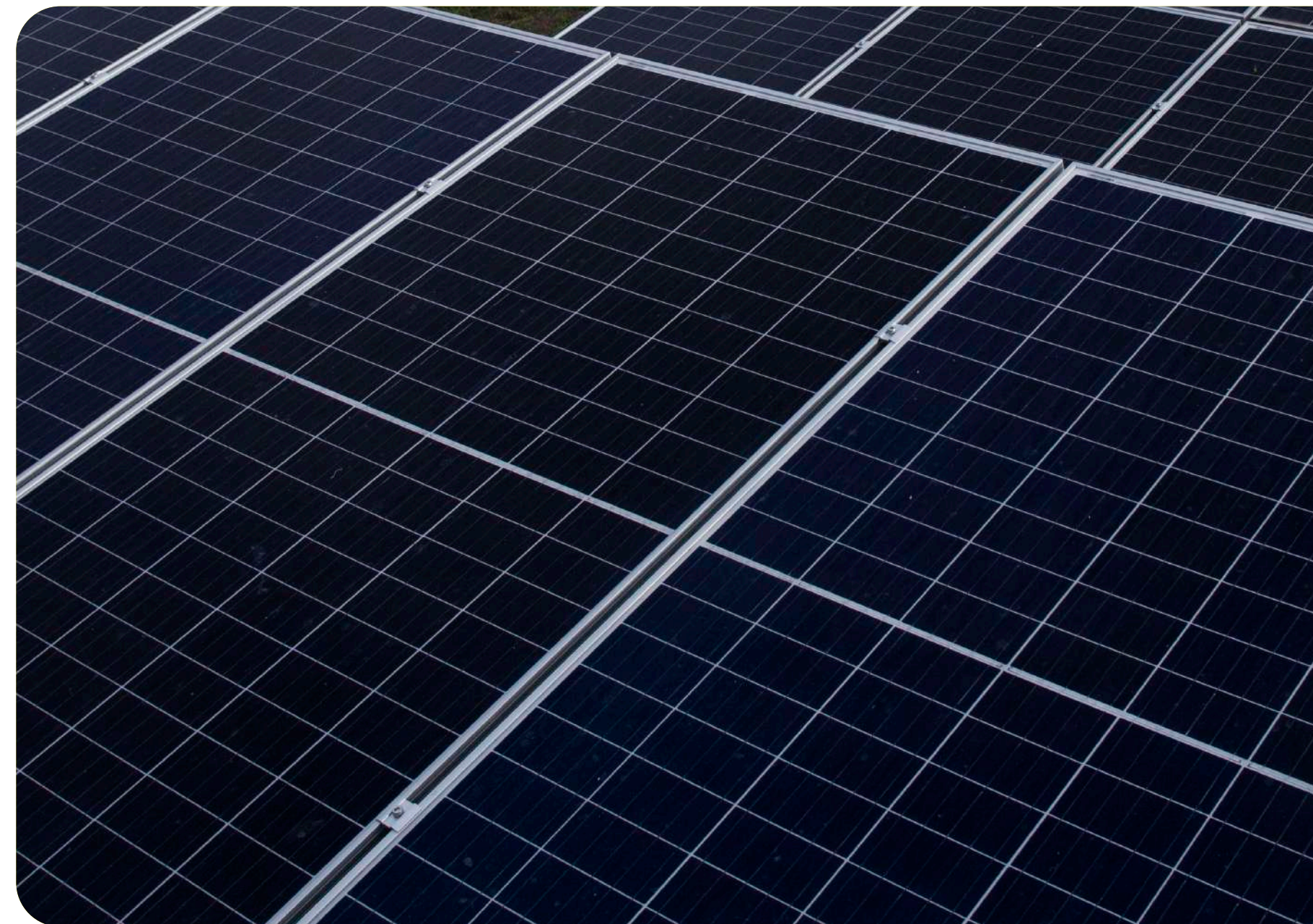


## 1.4. MANAGEMENT OF MATERIAL TOPICS

(GRI 3-1)

In 2022, we conducted a materiality analysis through which we identified priority and emerging issues, assessed their relevance to our stakeholders, and identified those that should be reported in accordance with the guidelines of the Global Reporting Initiative (GRI) in the Our Commitment Report.

In 2024, we updated this approach through a double materiality analysis, aligned with the guidelines of the GRI and the European Financial Reporting Advisory Group (EFRAG), with the aim of identifying the most relevant ESG impacts, risks and opportunities for the company and our stakeholders.



### DOUBLE MATERIALITY ANALYSIS PROCESS



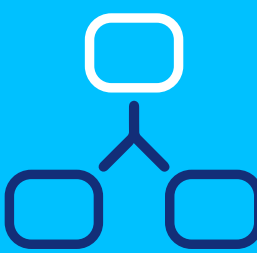
#### IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES (IRO)

Sectoral comparative analyses, internal reviews, and meetings with key areas were conducted, as well as stakeholder mapping and prioritization.



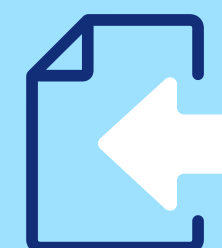
#### ASSESSMENT

Questionnaires and interviews were used to assess impacts and risks, using international standards aligned with internal commitments.



#### PRIORITIZATION

Impact and financial aspects were weighted, grouping material ESG issues in the double materiality matrix according to their relevance.



#### SOCIALIZATION AND VALIDATION

The results were presented to senior management for final validation.

(GRI 3-2)

As a result of this process, seven material themes were identified:

- **Climate action and emissions:** Greenhouse gas (GHG) emission reduction, climate risk mitigation, operational decarbonization, energy efficiency, air quality.
- **Biodiversity and natural resources:** Spill prevention, ecosystem conservation, dumping control, efficient use of water, protection of species.
- **Commitment to local communities and indigenous peoples:** Transparent engagement, community participation, cultural respect, local contracting and investments in social development.
- **Human rights:** Training for employees, contractors and suppliers, complaint management, security in public order contexts, prevention of child labor.
- **Human talent management and occupational health and safety:** Compliance with the OH&S and Management System, safe working conditions, well-being, diversity and inclusion, talent retention.
- **Business continuity:** Application of ESG standards to facilitate access to capital, strengthening communication with communities, adaptation to extreme weather events.
- **Ethics and transparency:** Regulatory compliance, strengthening corporate governance, fighting corruption, cybersecurity, information protection.



Engagement with our stakeholders is essential to identify risks and opportunities associated with our business activities.

[illegible]

Mechanisms	Shareholders	Customers	Employees	Communities	Financial Institutions	Government	Suppliers and Contractors
El Guacamayo Newsletter	X	X	X	X		X	X
Press releases	X	X	X	X		X	X
Ongoing dialogue	X	X	X	X	X	X	X
Email	X	X	X	X	X	X	X
Financial reporting	X	X			X		
Manuals		X	X	X			X
Office of Information and Citizen Participation (OIYPC)			X	X			
Corporate policies	X	X	X	X		X	X
Social media	X	X	X	X			X
Meetings		X	X	X		X	X
Sustainability Report	X	X	X	X	X	X	X
Website	X	X	X	X	X		X
Training workshops			X	X			X
Operation visits	X		X	X		X	



TABLE 7. MATERIAL TOPICS RELEVANT TO OUR STAKEHOLDERS

MATERIAL TOPIC	SHAREHOLDERS	CUSTOMERS	EMPLOYEES	COMMUNITIES	FINANCIAL INSTITUTIONS	GOVERNMENT	SUPPLIERS AND CONTRACTORS
Climate action and emissions	X	X		X	X	X	X
Biodiversity and natural resources	X			X	X	X	X
Engagement with local communities and indigenous peoples	X		X	X	X	X	X
Business continuity	X		X		X		X
Human rights			X	X		X	X
Ethics and transparency	X	X	X	X	X		
Human talent management and occupational health and safety			X	X		X	X





## 1.6. ABOUT THE REPORT

(GRI 2-1, 2-2, 2-3, 2-14)

### Our Commitment

At PetroTal, we understand that sustainability is not a discourse, but a practice that must be integrated into every decision with transparency and responsibility. As a private company in the oil and gas sector – legally incorporated as PetroTal Perú S.R.L., a subsidiary of PetroTal Energy International (Peru) Holdings B.V. and controlled by PetroTal Corp. – we work to generate shared value in the territories where we operate.

This, our fifth annual report, covers the period from January 1 to December 31, 2024. It has been developed with the direct participation of our technical areas, following the Standards of the Global Reporting Initiative (GRI), including the Sector Standard for the Oil and Gas Industry, the guidelines of the Sustainability Accounting Standards Board (SASB), as well as the recommendations of the OECD and the European Union on Responsible Business Conduct.

Each section of this report has been validated by the management responsible for the material issues and reviewed and approved by PetroTal Corp., its CEO and Board of Directors. This publication seeks not only to ensure accountability, but also to encourage dialogue and continuous improvement.

As Vice President of Sustainability, I invite you to read this report as a clear expression of our commitment to move forward rigorously, constantly learning and adapting to operate more responsibly with the environment, people and the future we share.

Any comments, suggestions, or inquiries regarding this report may be directed to:

**Raúl Farfán**

*Vice President of Sustainability*

Email: [rfarfan@petrotal-corp.com](mailto:rfarfan@petrotal-corp.com)



# 2.

## Social management and human development





2.1.HUMAN TALENT MANAGEMENT AND OCCUPATIONAL HEALTH AND SAFETY

(GRI 3-3)

Human talent management and occupational health and safety are essential components for the continuity and efficiency of our operations. During the reporting period, actions were implemented to maintain a qualified work team, ensure adequate working conditions and promote staff retention.

In terms of health and safety, we prioritize regulatory compliance and complement our management with international standards such as the ISO 45001 and good risk prevention practices. These measures have contributed to strengthening the preventive culture and improving our response capacity to the demands of the work and regulatory environment.



TABLE 8. TOTAL EMPLOYEES BY GENDER AND REGION

Region	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Lima	46	26	72	54	44	98	72	55	127
Loreto	26	8	34	38	12	50	59	14	73
Total	72	34	106	92	56	148	131	69	200

TABLE 9. TOTAL EMPLOYEES BY TYPE OF CONTRACT, BY GENDER AND REGION

Type of contract	Region	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contract	Lima	41	19	60	48	34	82	60	41	101
	Loreto	21	3	24	29	8	37	25	7	32
	Total	62	22	84	77	42	119	85	48	133
Temporary contract	Lima	5	7	12	6	10	16	12	14	26
	Loreto	5	5	10	9	4	13	34	7	41
	Total	10	12	22	15	14	29	46	21	67

2.1.1. TALENT MANAGEMENT

(GRI 2-7) (405-1)

At the end of 2024, we reached 200 employees, which represented an increase of 35.14 % when compared to 2023, in response to greater operational demands and the strengthening of our culture of compliance and integrity. This growth has allowed us to consolidate teams and prepare the organization for new challenges.



TABLE 10. PERCENTAGE OF EMPLOYEES BY JOB CATEGORY, AGE GROUP AND GENDER

Job category	Age group	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Management	Under 30 years old	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Between 30 and 50	0.94%	0.00%	0.94%	0.68%	0.68%	1.35%	0.50%	0.50%	1.00%
	Over 50 years old	1.89%	0.00%	1.89%	2.70%	0.00%	2.70%	0.00%	2.50%	2.50%
	Total	2.83%	0.00%	2.83%	3.38%	0.68%	4.05%	0.50%	3.00%	3.50%
Middle management / experienced professionals	Under 30 years old	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Between 30 and 50	7.55%	5.66%	13.21%	2.03%	3.38%	5.41%	16.50%	5.00%	21.50%
	Over 50 years old	5.66%	0.00%	5.66%	3.38%	0.00%	3.38%	5.50%	1.50%	7.00%
	Total	13.21%	5.66%	18.87%	5.41%	3.38%	8.78%	22.00%	6.50%	28.50%
Coordinators / mid-level professionals	Under 30 years old	0.00%	0.94%	0.94%	0.00%	0.68%	0.68%	0.00%	0.50%	0.50%
	Between 30 and 50	42.45%	12.26%	54.72%	41.89%	16.89%	58.78%	21.50%	11.50%	33.00%
	Over 50 years old	4.72%	0.94%	5.66%	6.08%	1.35%	7.43%	4.50%	0.50%	5.00%
	Total	47.17%	14.15%	61.32%	47.97%	18.92%	66.89%	26.00%	12.50%	38.50%
Analysts/Assistants	Under 30 years old	0.00%	5.66%	5.66%	2.70%	6.76%	9.46%	4.50%	7.50%	12.00%
	Between 30 and 50	4.72%	5.66%	10.38%	2.70%	6.08%	8.78%	10.00%	6.00%	16.00%
	Over 50 years old	0.00%	0.94%	0.94%	0.00%	2.03%	2.03%	0.00%	1.50%	1.50%
	Total	4.72%	12.26%	16.98%	5.41%	14.86%	20.27%	14.50%	15.00%	29.50%
Total		67.92%	32.08%	100.00%	62.16%	37.84%	100.00%	63.00%	37.00%	100.00%



(GRI 2-8)

In addition to the directly linked personnel, we also have a group of third-party workers (contractors and/or consultants) as well as workers in training (interns), who contribute to the development of our activities without maintaining a direct employment relationship with the organization.

This group is made up of contractors, consultants and interns, whose participation contributes to the operational and technical functioning of our operations.

Contractors perform essential activities such as drilling, production, construction, surveillance, food services, hotels, and waste disposal, among others, under contracts or service orders entered into with specialized companies. Consultants provide technical or professional advice through service lease contracts, while interns support administrative and operational functions under pre-professional or professional internship agreements.

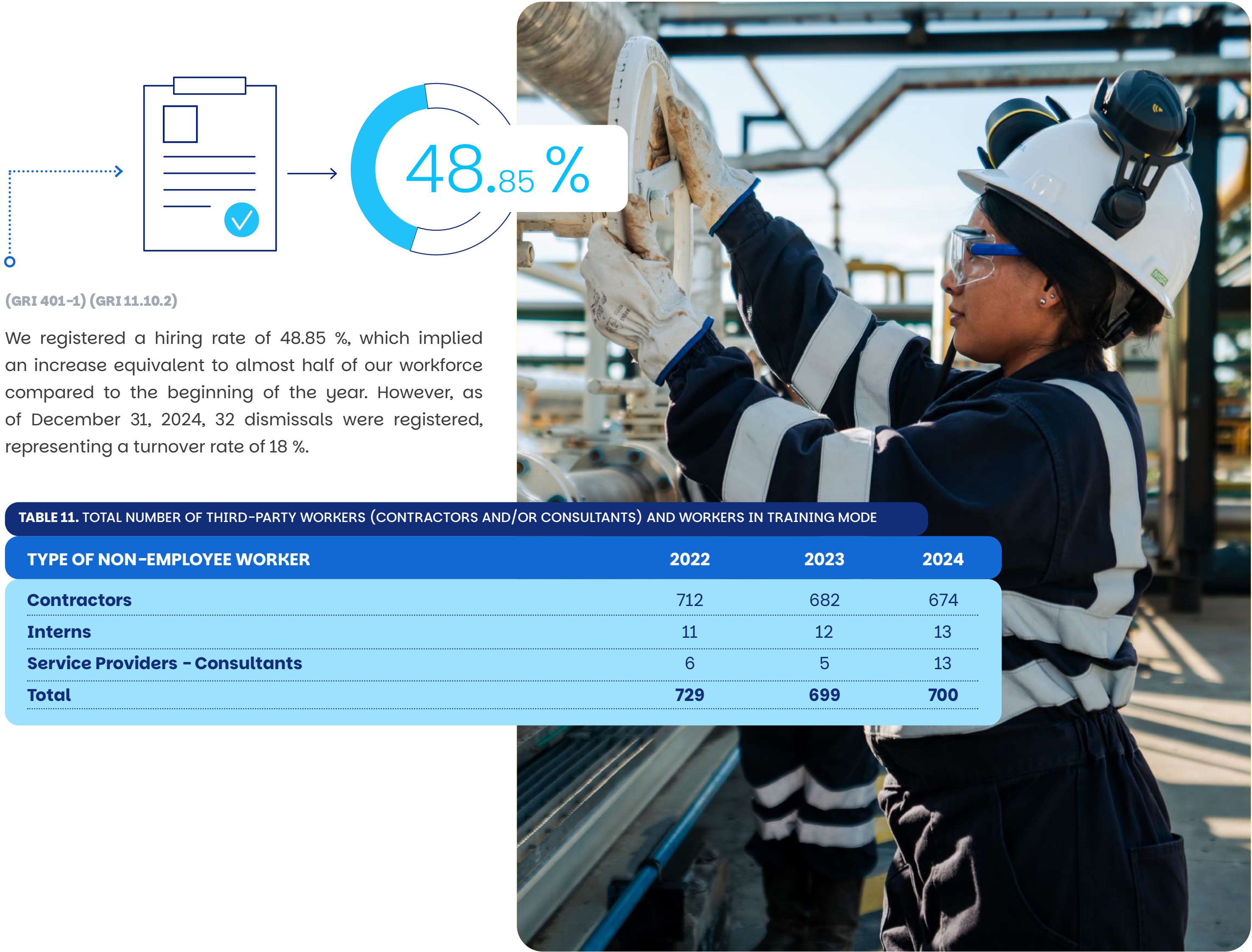




TABLE 12. TOTAL NEW EMPLOYEES BY AGE GROUP, GENDER, AND REGION

Age group	Region	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30 years old	Lima	0	4	4	3	3	6	4	5	9
	Loreto	0	3	3	1	3	4	1	1	2
	Total	0	7	7	4	6	10	5	6	11
Between 30 and 50	Lima	17	3	20	8	15	23	17	14	31
	Loreto	3	1	4	12	1	13	27	4	31
	Total	20	4	24	20	16	36	44	18	62
Over 50 years old	Lima	2	1	3	2	1	3	3	1	4
	Loreto	1	0	1	0	0	0	8	0	8
	Total	3	1	4	2	1	3	11	1	12
Total		23	12	35	26	23	49	60	25	85

TABLE 13. EMPLOYEE HIRING RATE BY AGE GROUP, GENDER AND REGION

Age group	Región	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30 years old	Lima	0.00%	114.29%	88.89%	200.00%	54.55%	85.71%	80.00%	62.50%	69.23%
	Loreto	0.00%	150.00%	120.00%	200.00%	85.71%	100.00%	200.00%	28.57%	50.00%
	Total	0.00%	127.27%	100.00%	200.00%	66.67%	90.91%	90.91%	52.17%	64.71%
Between 30 and 50	Lima	56.67%	17.65%	42.55%	20.51%	57.69%	35.38%	37.36%	39.44%	38.27%
	Loreto	16.22%	20.00%	17.02%	48.00%	15.38%	41.27%	73.97%	47.06%	68.89%
	Total	41.24%	18.18%	34.04%	31.25%	49.23%	37.31%	53.66%	40.91%	49.21%
Over 50 years old	Lima	25.00%	66.67%	31.58%	22.22%	40.00%	26.09%	24.00%	16.67%	21.62%
	Loreto	18.18%	0.00%	15.38%	0.00%	0.00%	0.00%	69.57%	0.00%	64.00%
	Total	22.22%	40.00%	25.00%	12.50%	28.57%	15.38%	45.83%	14.29%	38.71%
Total		36.22%	40.00%	37.43%	31.71%	51.11%	38.58%	53.81%	40.00%	48.85%



TABLE 14. TOTAL EMPLOYEE TERMINATIONS BY AGE GROUP, GENDER AND REGION

Age group	Region	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30 years old	Lima	0	1	1	0	0	0	0	1	1
	Loreto	0	0	0	0	0	0	0	0	0
	Total	0	1	1	0	0	0	0	1	1
Between 30 and 50	Lima	2	2	4	3	1	4	5	7	12
	Loreto	0	0	0	2	0	2	6	3	9
	Total	2	2	4	5	1	6	11	10	21
Over 50 years old	Lima	0	0	0	1	0	1	2	1	3
	Loreto	0	0	0	0	0	0	7	0	7
	Total	0	0	0	1	0	1	9	1	10
Total		2	3	5	6	1	7	20	12	32

TABLE 15. EMPLOYEE TURNOVER RATE BY AGE GROUP, GENDER, AND REGION

Age group	Region	2022			2023			2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Under 30 years old	Lima	0.00%	28.57%	22.22%	0.00%	0.00%	0.00%	0.00%	12.50%	7.69%
	Loreto	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	0.00%	18.18%	14.29%	0.00%	0.00%	0.00%	0.00%	8.70%	5.88%
Between 30 and 50	Lima	6.67%	11.76%	8.51%	7.69%	3.85%	6.15%	10.99%	19.72%	14.81%
	Loreto	0.00%	0.00%	0.00%	8.00%	0.00%	6.35%	16.44%	35.29%	20.00%
	Total	4.12%	9.09%	5.67%	7.81%	3.08%	6.22%	13.41%	22.73%	16.67%
Over 50 years old	Lima	0.00%	0.00%	0.00%	11.11%	0.00%	8.70%	16.00%	16.67%	16.22%
	Loreto	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.87%	0.00%	56.00%
	Total	0.00%	0.00%	0.00%	6.25%	0.00%	5.13%	37.50%	14.29%	32.26%
Total		3.15%	10.00%	5.35%	7.32%	2.22%	5.51%	17.94%	19.20%	18.39%



TRAINING AND DEVELOPMENT

(GRI 404-1, 404-2) (GRI 11.7.3, 11.10.6, 11.10.7, 11.11.4)

Skills development is essential to strengthen performance and consolidate business sustainability. For this reason, in 2024 we implemented PetroTal Academy, the training platform aimed at enhancing the knowledge and the skills of our employees through specialized learning schools. Each school has been designed with a technical and strategic approach, allowing us to strengthen current capacities and prepare our teams for future challenges:

- **Business School:** Offers technical training adapted to the industry and aligned with specific roles, promoting solid and specialized knowledge.
- **School of Regulatory Compliance:** Reinforces our culture of compliance and safety, ensuring knowledge and application of current regulations.
- **Digital School:** Facilitates the adoption of technological tools and promotes new, more agile and efficient ways of working.
- **School of Leaders 2.0:** Focused on the development of the PetroTal Leadership Model, aimed at transforming managerial capabilities to inspire confidence, develop teams and promote agility.
- **School of Competences:** Launched in phase 1 at the end of the year, it incorporates a Competence Model focused on agility, made up of nine key competences that define the behavior expected to achieve our objectives.

We invest approximately 15,000 hours in training activities, distributed to 125 training sessions aimed at different areas of the organization. Within the framework of the EnergiSAP Project, 121 courses were developed that accumulated more than 2,300 hours of training, aimed at both personnel in Lima and field operations.



TABLE 16. TOTAL TRAINING HOURS BY JOB CATEGORY

JOB CATEGORY		2022	2023	2024
Total Training Hours	Senior Management	32	288	499
	Middle Management / Experienced Professionals	925	947	1,920
	Coordinators / mid-level professionals	2,213	5,181	7,746
	Analysts/Assistants	461	1,117	4,912
	Total	3,631	7,533	15,077
Training hours per employee	Senior Management	10.67	48.00	71.29
	Middle Management / Experienced Professionals	46.25	45.10	33.68
	Coordinators / mid-level professionals	34.05	65.58	100.60
	Analysts/Assistants	25.61	26.60	83.25
	Total	34.25	50.90	75.39



TABLE 17. TOTAL HOURS OF TRAINING BY GENDER

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total Training Hours	2,269	1,361	3,630	5,199	2,334	7,533	10,262	4,815	15,077
Training hours per employee	31.51	40.03	34.25	56.51	41.68	50.90	78.34	69.78	75.39

PERFORMANCE EVALUATION

(GRI 404-3)

Performance appraisal is a continuous process between the employee and his or her direct manager, aimed at planning, developing, and evaluating the work done during the year. This activity allows us to measure the individual contribution to the fulfillment of the objectives of the area and the organization as a whole. The process includes four stages:

- Definition of individual objectives
- Mid-year review and feedback sessions
- Employee self-assessment
- Final evaluation by the leader and annual feedback

Durante 2024, participaron en el proceso todos los colaboradores con vínculo laboral vigente que ingresaron hasta el 30 de setiembre del mismo año.



TABLE 18. PERCENTAGE OF EMPLOYEES EVALUATED BY AGE GROUP AND GENDER

AGE GROUP	Men	Women	Total
Under 30 years old	30.00%	70.00%	11.00%
Between 30 and 50	66.92%	33.08%	73.00%
Over 50 years old	75.00%	25.00%	16.00%
Total	64.04%	35.96%	100.00%





**BENEFITS, OBLIGATIONS AND REMUNERATION**

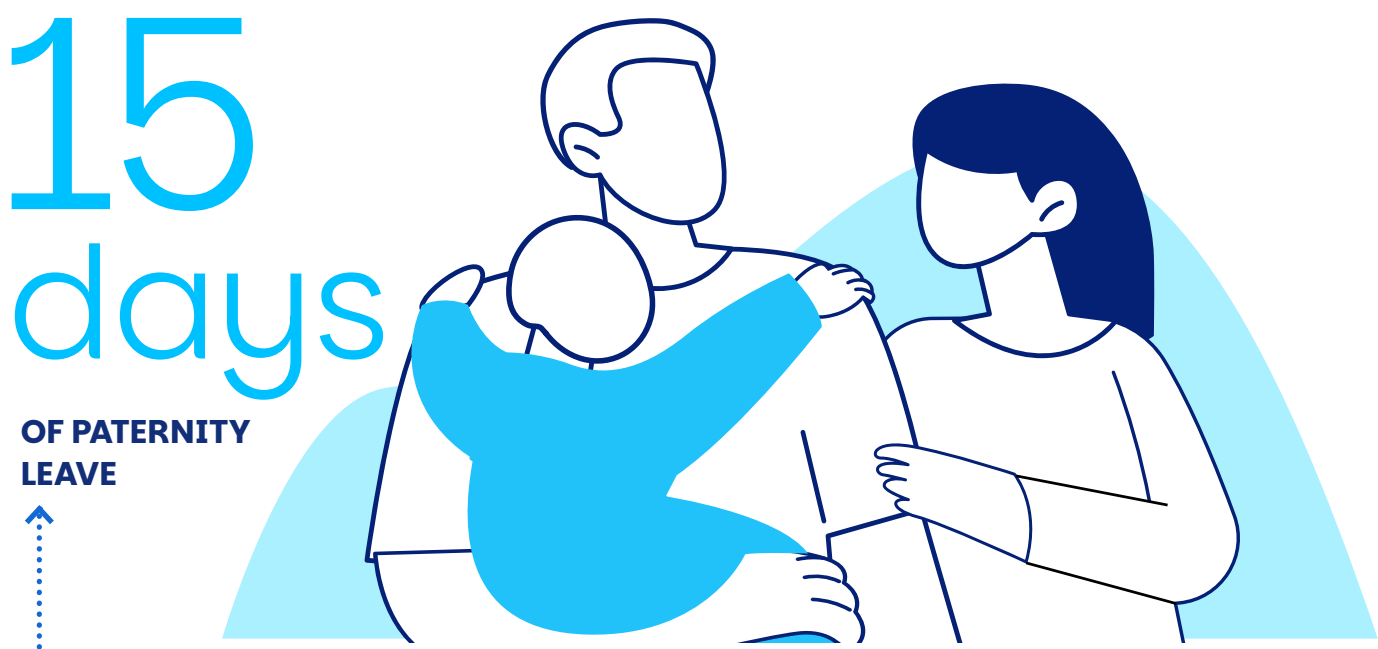
(GRI 401-2) (GRI 11.10.3)

We provide differentiated benefits according to the type of employment relationship of our employees. For all cases we grant the following benefits:

- **Cancer insurance**
- **EPS (Additional Plan 2 coverage)**
- **Life Insurance Law**
- **Complementary Risk Work Insurance (SCTR)**

In addition to the benefits described above, the company offers several wellness benefits, with the slogan of **Vive Bienestar, Vive PetroTal** (Live Well-being, Live PetroTal), including:

- **Personal permissions.**
- **Employee parking.**
- **Birthday gifts.**
- **Gifts for employees with newborns.**
- **PetroTal loans (without distinction by type of contract).**
- **Monthly massages.**
- **Healthy activations: Monthly fruit and vegetable salad service in the office (Lima).**
- **Partial funding for postgraduate courses or studies, subject to prior evaluation.**
- **Performance bonus (without distinction by type of contract).**
- **Bonus (without distinction by type of contract).**
- **Agreement with Auna for health insurance for other family members.**
- **Promotion of sports: weekly rental of a soccer field for employees.**
- **Christmas gifts for the children of employees (up to 12 years old).**
- **Grant 3 days off for marriage (without distinction of type of contract).**



(GRI 401-3) (GRI 11.11.4)

As for parental leave, the provisions of Peruvian labor regulations apply. However, we grant 15 days of paternity leave, exceeding the legal minimum by 5 days. During 2024, seven male and two female employees accessed this right, all of whom are currently part of the PetroTal team. Likewise, we have a breastfeeding area in our administrative office, and we provide facilities for mothers and fathers so that they can accompany their children to medical consultations.

**TABLE 19. NUMBER OF EMPLOYEES WHO HAVE BEEN ENTITLED TO PARENTAL LEAVE**

Region	2022			2023			2024		
	Man	Women	Total	Man	Women	Total	Man	Women	Total
Employees with parental leave	3	0	3	2	1	3	5	2	7
Employees who returned after the leave	3	0	3	2	1	3	5	2	7
Employees retained 12 months later Permission	3	0	3	2	1	3	5	2	7
Employees who returned from leave in the previous period	0	0	0	2	1	3	5	2	7
Employee return-to-work rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Employee retention rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Note: The return-to-work rate was calculated by dividing the total number of employees who returned to work after parental leave by the total number of employees who must return to work after parental leave. On the other hand, the retention rate was calculated by dividing the total number of employees retained 12 months after returning to work after a period of parental leave by the total number of employees who returned from parental leave in the previous reporting period(s).



REMUNERATION

(GRI 2-20)

We have a Remuneration Policy aligned with current national regulations, which establishes guidelines for the compensation of our employees. The remuneration of each employee is determined according to the position and category assigned, which have been defined considering objective criteria such as:

- **Level of responsibility**
- **Managed budget**
- **Number of staff in charge**
- **Degree of experience required for the position**

The salary bands have been established based on compensation studies prepared by specialized consulting firms, taking as a reference both the hydrocarbons sector market and the general market, as appropriate to the nature of the position.



2.1.2. OCCUPATIONAL HEALTH AND SAFETY

(GRI 3-3) (GRI 403-1) (GRI 11.9.2) (SASB EM-EP-320a.2)

We have set a goal to achieve and maintain a high level of Occupational Health and Safety (OSH) for our staff, contractors and visitors. To achieve this, we have an Integrated Management System aligned with the ISO 45001 standard and the OSHA 1910.119 standard, aimed at the continuous improvement of our processes. This system seeks to provide safe and healthy working conditions, reduce and control risks, eliminate hazards, prevent injuries, incidents and occupational diseases, as well as promote the well-being and preserve the health of all our employees.

(GRI 403-8) (GRI 11.9.9)

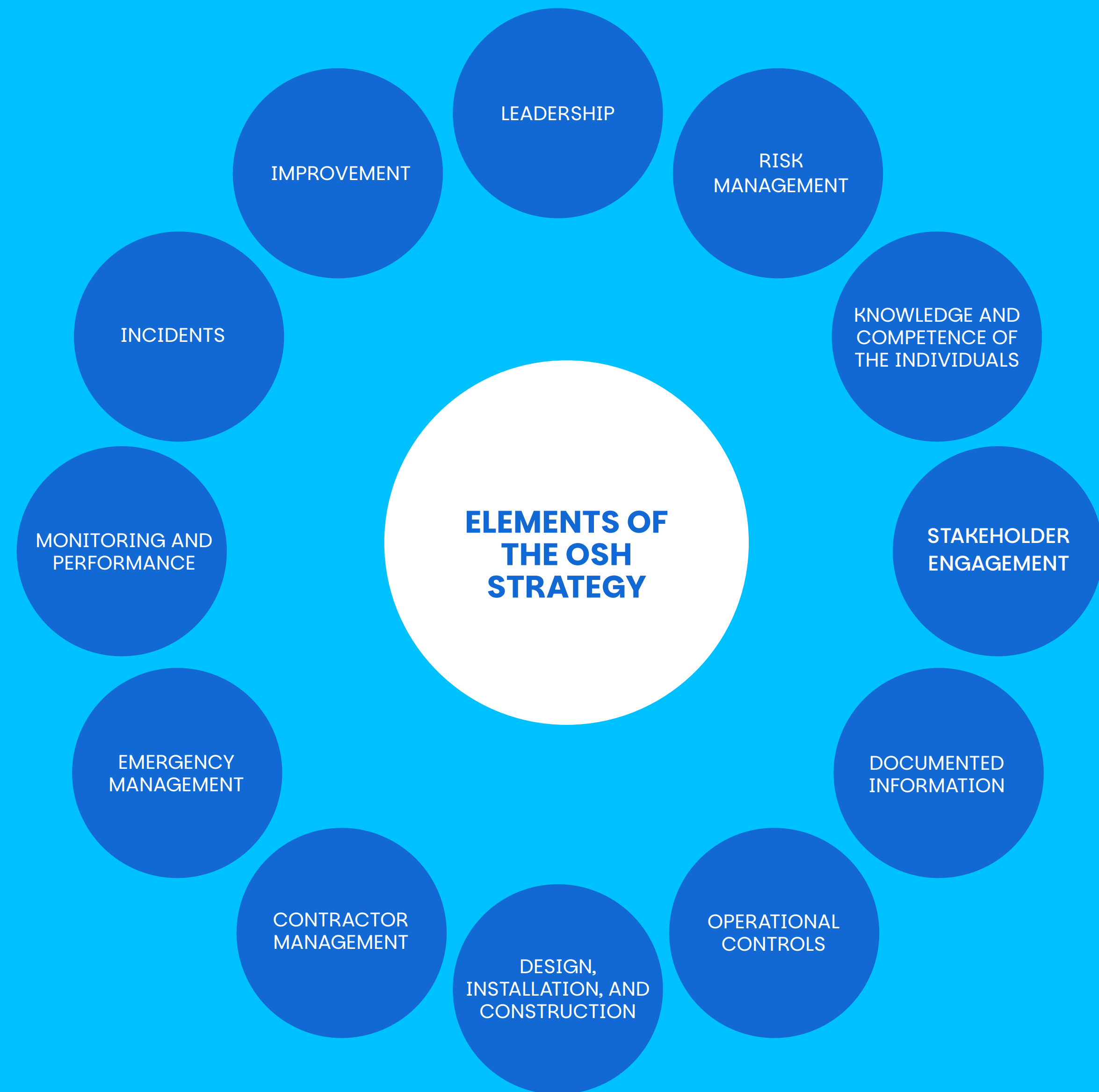


TABLE 20. COVERAGE OF THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

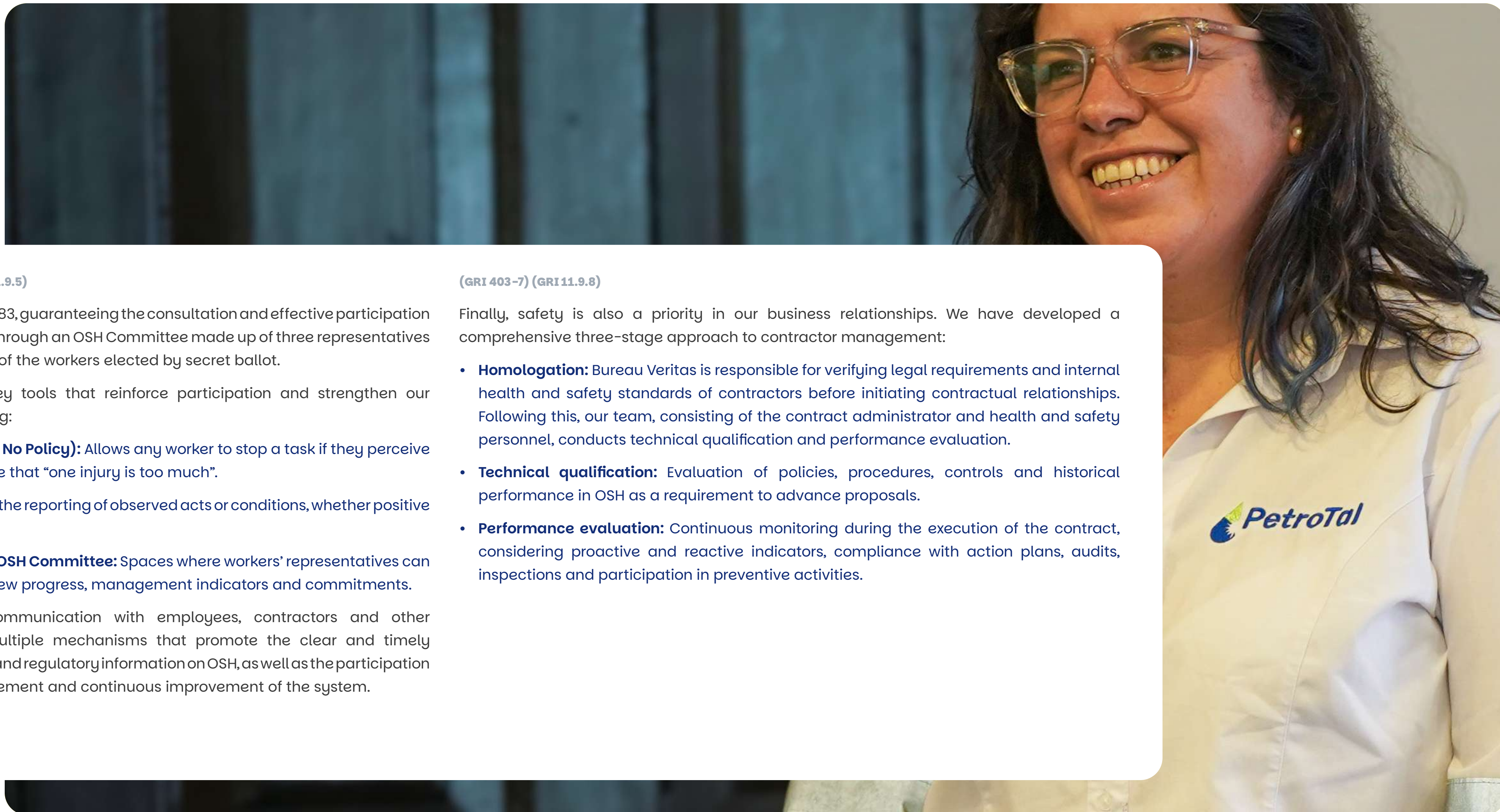
INDICATORS	EMPLOYEES			CONTRACTORS		
	2022	2023	2024	2022	2023	2024
Number of workers covered by the System	106	148	206	729	682	957
Percentage of employees covered by the System	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Number of employees covered by the System that has been subject to internal audit	106	148	206	729	682	957
Percentage of employees covered by the System that have been subject to internal audit	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Number of employees covered by the System that has been subject to external audit	106	148	206	729	682	957
Percentage of employees covered by the System that have been subject to external audit	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



In 2024, the Quality, Health and Safety (QHS) Management established **five commitments defined in our Comprehensive Safety, Occupational Health and Environment Policy**, formally approved by the General Management and the OSH Committee, which are part of the Annual Program of Occupational Health and Safety Activities (AOHSSA) and are based on **12 strategic elements worked on in close collaboration with our teams**. This approach has allowed us to evolve towards preventive and proactive management.







**(GRI 403-2, 403-4) (GRI 11.9.3, 11.9.5)**

We comply with Law No. 29783, guaranteeing the consultation and effective participation of employers and workers through an OSH Committee made up of three representatives of the company and three of the workers elected by secret ballot.

We have implemented key tools that reinforce participation and strengthen our preventive culture, including:

- **PARA Card (Right to Say No Policy):** Allows any worker to stop a task if they perceive a risk, under the principle that “one injury is too much”.
- **ATENTO Card:** Facilitates the reporting of observed acts or conditions, whether positive or risky.
- **Monthly sessions of the OSH Committee:** Spaces where workers’ representatives can share concerns and review progress, management indicators and commitments.

To maintain effective communication with employees, contractors and other stakeholders, we have multiple mechanisms that promote the clear and timely dissemination of technical and regulatory information on OSH, as well as the participation of personnel in risk management and continuous improvement of the system.

**(GRI 403-7) (GRI 11.9.8)**

Finally, safety is also a priority in our business relationships. We have developed a comprehensive three-stage approach to contractor management:

- **Homologation:** Bureau Veritas is responsible for verifying legal requirements and internal health and safety standards of contractors before initiating contractual relationships. Following this, our team, consisting of the contract administrator and health and safety personnel, conducts technical qualification and performance evaluation.
- **Technical qualification:** Evaluation of policies, procedures, controls and historical performance in OSH as a requirement to advance proposals.
- **Performance evaluation:** Continuous monitoring during the execution of the contract, considering proactive and reactive indicators, compliance with action plans, audits, inspections and participation in preventive activities.





TABLE 21. TOTAL TRAINING HOURS BY TYPE OF WORKER

	2022			2023			2024		
	Direct Contributors	Contractors	Total	Direct Contributors	Contractors	Total	Direct Contributors	Contractors	Total
Total OSH Training Hours	1,750	39,479	41,229	1,441	61,168	62,609	1,430	63,405	64,835
Total number of workers	106	729	835	148	682	830	200	957	1,157
Training hours per worker	16.51	54.16	49.38	9.74	89.69	75.43	7.15	66.25	56.04

OSH TRAINING

(GRI 403-5) (GRI 11.9.6) (SASB EM-EP-320a.1)

As part of our School of Regulatory Compliance, we promote a culture focused on Security and Compliance, placing the employee at the center of our actions. Under this approach, we have developed a comprehensive training plan that provides tools to act safely, identify risks associated with each position, prevent incidents and contribute to protected work environments.

We have an OSH training program aimed at ensuring the continuous training of our employees in critical prevention issues. During 2024, we ran a series of training courses, designed to strengthen the preventive culture and ensure safe working conditions. The training was delivered by internal specialists and external providers.



ACCIDENT MANAGEMENT

(GRI 403-9, 403-10) (GRI 11.9.10, 11.9.11) (SASB EM-EP-320a.1, SASB EM-EP-540a.2)

We apply key tools to identify hazards, assess risks, and establish controls in our operations, both for direct personnel and contractors. These methodologies include Hazard Identification, Risk Assessment, and Control Determination (IPERC), Safe Work Analysis (ATS), Management of Change (MoC), and Fatality Control Verification (VCF), among others. These practices are carried out in compliance with Law No. 29783 and its Regulations, as well as with international standards such as ISO 45001:2018. The execution of these tools is the direct responsibility of management, headquarters and project leaders, who ensure their effective application in the field. We complement this with participatory mechanisms that reinforce the preventive culture:

- **PARA Card (Right to Say No Policy):** Any worker can stop an unsafe task.
- **ATENTO Card:** Allows you to report risky acts or conditions or positive observations.
- **OSH Committee:** Monthly space to channel concerns, review indicators and follow up on agreements.
- **OSH Internal Regulations (RISST):** Supports the right to stop high-risk activities.

To handle incidents, we apply a structured reporting, classification, investigation, and analysis procedure, which we updated and standardized in 2024. This improvement was implemented in the context of operational expansion, where we reached a monthly peak of between 800 and 900 active contractors for expansion and improvement projects. To strengthen the safety culture, we launched an internal incident reporting campaign, promoting early notification of all events.

TABLE 22. WORKPLACE ACCIDENT STATISTICS

INDICATORS	DIRECT CONTRIBUTORS			CONTRACTORS		
	2022	2023	2024	2022	2023	2024
Number of hours worked	212,848	217,404	374,020	2,577,872	2,966,962	3,789,636
Number of deaths resulting from a workplace injury	0	0	0	0	0	0
Number of Injuries from Accidents at Work with Major Consequences (not including fatalities)	0	0*	0	3	2	4
Number of Recordable Work-Related Injuries	0	0	0	8	4	7
Death rate resulting from a work-related injury (RF)	0.00	0.00	0.00	0.00	0.00	0.00
Rate of Occupational Injuries with Major Consequences (not including fatalities) (LTIFR)	0.00	0.00	0.00	0.00	0.00	1.06
Recordable Workplace Injury Rate (TRIR)	0.00	0.00	0.00	3.10	1.35	1.85

\*Note: The base of hours used for the calculation was 100 000 hours.

During the year, seven recordable work-related injuries were reported among contractors, most of which were minor, such as hand injuries and arm injuries. Incidents with high damage potential remained stable compared to 2023. These results are continuously monitored through frequency and severity indicators, contributing to the identification of areas for improvement and the implementation of additional preventive measures.





The investigations were carried out under the PTAL-PE-SIG-PG-16 procedure, in accordance with OSHA standards, covering all employees and contractors. In particular, we identified falls at different levels as critical activity, responding with the implementation of Bowtie analysis and FCV, in addition to reinforcing the Rules for Life, which require specific controls for high-risk activities.

## OCCUPATIONAL HEALTH, AILMENTS AND DISEASES MANAGEMENT

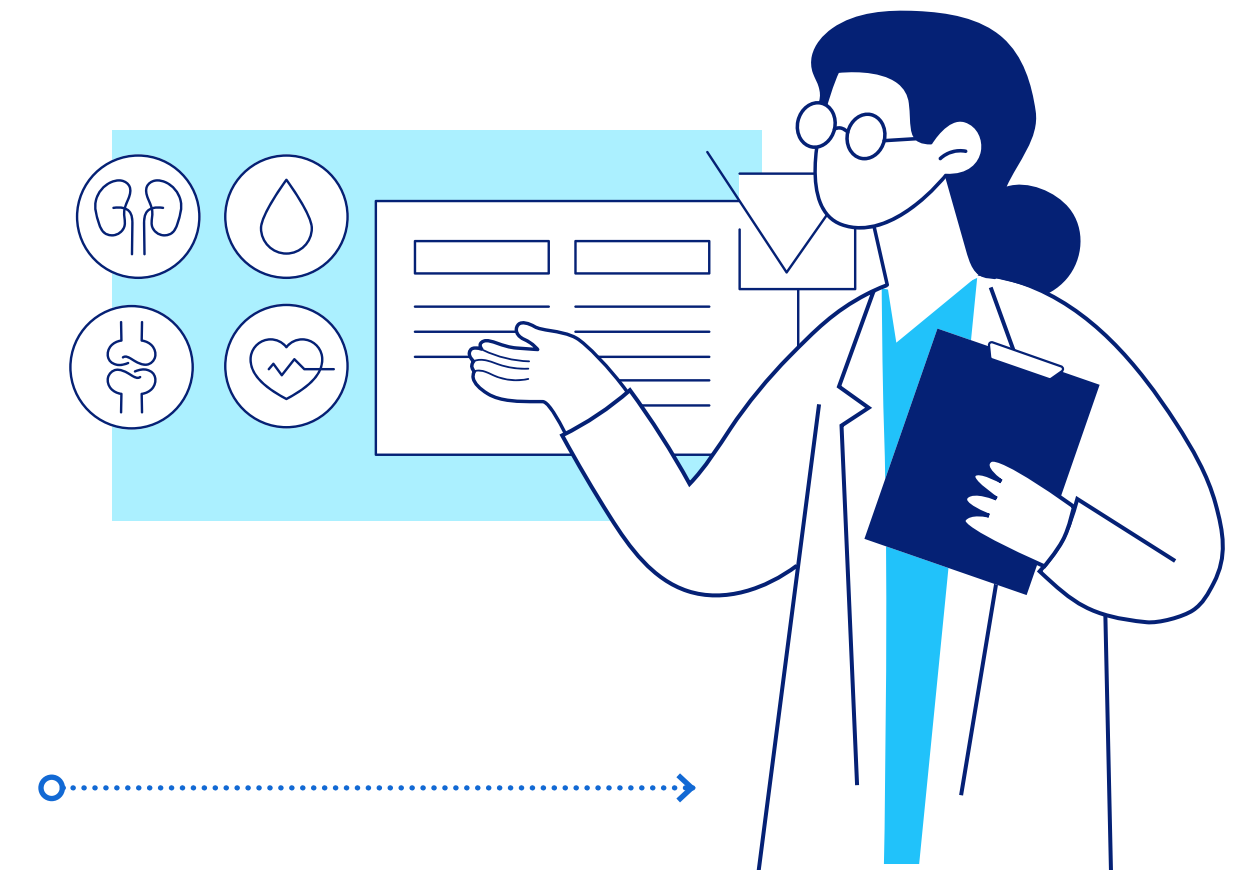
(GRI 403-10)

To protect the health of our workers, we apply the specific IPERC for each position, disseminated to all employees and also adopted by contractors, who update and communicate it every year. In addition, we develop an Annual Occupational Health Program, which includes:

- **Ongoing medical support.**
- **Periodic medical campaigns.**
- **Vital signs monitoring and health training.**
- **Occupational medical examinations (EMO) on entry, follow-up and departure.**
- **Vaccination control, surveillance and medical passes.**
- **Protocols defined in the Occupational Health Manual according to service and position.**

Through our Occupational Monitoring System, we regularly evaluate working conditions, follow up on derived action plans, and maintain a face-to-face and remote medical surveillance service, with verification of certifications of health personnel in the field and cooperation with specialized clinics.

All occupational health statistics are collected and reported according to DIGESA standards, ensuring quality and traceability. In the case of contractors, the data comes from occupational health audits and covers all monitored personnel.



Over the past three years, no significant cases of occupational ailments or diseases have been recorded, according to available internal records and external audits



## HEALTH PROMOTION SERVICES AND INITIATIVES

(GRI 403-3, 403-6) (GRI 11.9.4, 11.9.7)

We have the specialized support of an external provider, the Worker's Clinic, which provides us with medical advice, occupational medical surveillance and monitoring of working conditions. All these activities are carried out in accordance with the guidelines of our Occupational Health Manual, where we define the criteria by type of service, position, vaccination schedule and requirements for surveillance and risk control.

Each year we implement an Annual Occupational Health Program that includes:

- **Medical Support**
- **Health campaigns**
- **Training**
- **Monitoring the health status of personnel**

As part of this program, we carry out occupational medical exams (entry, periodic and exit), clinical follow-up, appointment management, vaccine control and administration of our health databases. We also provide medical care in the field through our equipped medical unit and staff available in Block 95.

Through occupational monitoring, we periodically evaluate working conditions, in compliance with current regulations, and based on the results we develop action and follow-up plans. We complement this process with medical surveillance, which includes the validation of health personnel certifications and coordination with external clinics to manage specific medical issues.



We also develop voluntary health promotion programs, including:

- **Nutritional Program:** The follow-up of employees with BMI  $\geq 30$ , with weight, height, blood pressure and glucose controls.
- **Psychological Support Program:** Voluntary virtual care with mental health specialists.
- **Medical and vaccination campaigns:** Coordinated with health authorities, including seasonal immunization (influenza, hepatitis B, diphtheria, among others).

We conduct monthly medical visits at the administrative office and in the field in accordance with the annual health program, active breaks, and promote continuous communication between employees and medical staff for post-examination follow-up. The quality of services is verified through periodic internal and external audits of our medical facilities, associated clinics, contracting companies, and medical units in the field.

Finally, we facilitate the access to these services through bi-monthly newsletters, internal awareness campaigns and our participation in OSH Committees, thus integrating occupational health into the overall OSH management.



## CRITICAL INCIDENTS

(GRI 11.8.3) (SASB EM-EP-540a.2)

We manage critical incidents through our IMS, aligned with the international standards ISO 45001, ISO 14001 and with the principles of Process Safety established in OSHA 1910.119 and the Center for Chemical Process Safety (CCPS).

We have implemented a risk-based security strategy focused on major or catastrophic risks. This strategy has allowed us to identify and apply Risk Reduction Measures (RRM), based on the results of the Process Risk Analysis (PHA), from which we also define our Critical Safety Elements (CES).

To control the risks associated with any modification in our processes, we strengthened Change Management (MoC) through a structured procedure that involves multidisciplinary teams, thus ensuring a comprehensive assessment before implementing any changes.

We also adopted the Pre-Startup Safety Review (PSSR) procedure, which allows us to confirm that all safety conditions are in place before introducing hazardous materials. This includes validation that PHA recommendations are incorporated into the detailed engineering, and that there are approved dossiers, defined maintenance plans, trained personnel, and up-to-date manuals and instructions.

(SASB EM-EP-540a.1)

In line with API RP 754, we classify and report our process safety incidents according to their severity, with Level 1 being the most consequential. During 2024, we did not record Level 1 process safety incidents.





## 2.2.ENGAGEMENT WITH LOCAL COMMUNITIES AND INDIGENOUS PEOPLES

(GRI 3-3) (GRI 11.14.1, 11.15.1, 11.16.1, 11.17.1)

We recognize the importance of establishing relationships based on mutual respect that generate shared value and contribute to the socioeconomic development of the populations in our area of influence. To this end, we have a specialized structure that seeks to fulfill our social commitments and ensure the proper execution of our community programs.



This structure includes:

- **Vice Presidency of Sustainability:** Leads the design and implementation of the corporate sustainability strategy.
- **Sustainability Management:** In charge of the implementation and operational management of sustainability programs and projects.
- **Communications Management:** It Leads the design and implementation of effective communication strategies to ensure the correct understanding of PetroTal's socio-environmental management.
- **Social Management:** Responsible for establishing positive and mutually beneficial relationships with communities minimizing social risks and enhancing positive impacts.
- **Superintendencies, Coordinations, Supervisions and Social Management Assistance:** They facilitate and ensure the implementation, monitoring and quality of community activities.
- **Environmental Management:** Responsible for the survey of the socio-environmental baseline for the integration of risks and impacts in socio-environmental strategies, guaranteeing their integration into strategies.
- **Institutional Relations Management:** Facilitates inter-institutional coordination for the public-private partnerships required for the development of the sustainability strategy.

Our social strategy is based on five fundamental pillars: attention, prevention, information, participation and contribution. These materialized in project-specific social management plans, complaints and grievance mechanisms, procedures for employment and local contracting, and participatory programs with effective communication.

We apply a preventive and participatory approach, timely identifying negative impacts such as nuisance due to the presence of external personnel, environmental concerns and unmet work expectations. At the same time, we generate positive impacts through direct social investment and the reduction of social conflicts.





(GRI 11.16.2, 11.17.3)

The definition of our Direct Area of Influence (DAI) and Indirect Area of Influence (IAI) comes from the Social Baseline Study of the Environmental Impact Assessment (EIA). The DAI encompasses 24 localities with over 7,000 inhabitants, mostly mestizos and settlers, while the IAI includes indigenous populations from the Cocama ethnic group. On the other hand, we updated the Baseline of the DAI for the expansion project of the Bretaña Norte oil field - Lot 95. To date, no community relocations have occurred.

We encourage participation through PROMOSAC, with the collaboration of 21 local monitors who oversee our operations in Block 95 and act as a liaison with the communities. In 2024, we consolidated our Community Relations Plan, which encompasses community oversight programs, local employment, development contributions, compensation, and citizen communication.

Furthermore, we promote regional development through the hiring of local labor and the implementation of health and education programs aimed at reducing social gaps.

Since 2022, we have allocated 2.5% of our audited oil production to the Permanent Fund for the Development of the Puinahua District, jointly managed by Perupetro, the Municipality, and local organizations.

Milestones in

# 2024

+ USD 21.9  
than  
million



through the 2.5 % Fund,  
financing projects that  
have benefited more than  
4,000 people.

WE PROMOTED THE LAUNCH OF THE



## King Bretaña

which in addition to the positive implication in the generation of a cold chain and food preservation, allowed us to offer paiche products extracted in a sustainable way in the Pacaya Samiria National Reserve by fishermen from Puinahua. In this project, the participation of women who operate the ice plant stands out.





2.2.1.COMMUNITY INFRASTRUCTURE PROJECTS

(GRI 203-1) (GRI 11.14.4)

During 2024, we developed various infrastructure projects in the towns of Puinahua, aimed at improving community and educational spaces. Among them are the construction and improvement of communal premises, sports fields, pedestrian sidewalks and school cafeterias. In addition, we prepare technical files for future projects that will continue to promote local development.

All infrastructure investments are implemented through goods delivery or the execution of services. We do not make cash payments to beneficiaries.

TABLE 23. INFRASTRUCTURE PROJECTS DEVELOPED IN 2024

LOCATION	INFRASTRUCTURE PROJECT	DELIVERY DATE
Barrio Centro – Bretaña	Sports Slab Construction	Jun-2024
Barrio Bajo – Bretaña	Repair and improvements in sports slab	Jun-2024
Junta Vecinal Villa Gran Tierra – Bretaña	Construction of communal premises	Jul-2024
CN San Miguel	Construction of a communal premises	Nov-2024
CN Nueva Independencia	Construction of communal premises	Nov-2024
CP Huacrachiro	Construction of a pedestrian sidewalk	Nov-2024
Caserío Bellavista	Improvement of communal premises	Nov-2024
CP Las Palmas	Improvement of communal premises	Nov-2024
CN Áncash	Improvement of communal premises	Nov-2024
CP San Carlos	Improvement of communal premises	Nov-2024
CN Nuevo Kuwait	Construction of a school canteen	Nov-2024
CN Jorge Chávez	Construction of communal premises	Nov-2024
CN San Pedro II	Construction of communal premises	Nov-2024
CN San Pedro I	Construction of temporary classrooms	Nov-2024
CN 7 de Junio	Construction of communal premises	Nov-2024
CN Urarinas	Improvement of the communal premises	Dec-2024
Caserío San Juan de Páucar	Improvement of the communal premises	Dec-2024
Caserío Atun Poza	Construction of a communal premises	Dec-2024
CN Manco Cápac	Improvement of communal premises	Dec-2024
CP Jorge Chávez	Construction of communal premises	Dec-2024
CN Carlos I Zona	Construction of communal premises	Dec-2024
CN Las Palmas	Construction of communal premises	Dec-2024
Caserío San José	Construction of communal premises	In execution
Barrio Alto – Bretaña	Fitting out of the sports field	In execution



2.2.2. COMMUNITY DEVELOPMENT PROJECTS AND INITIATIVES

(GRI 3-3, 203-2, 413-1, 413-2) (GRI 11.14.5, 11.15.2, 11.15.3)

We implement a variety of initiatives aimed at strengthening the quality of life and promoting development in our communities of influence. These actions include programs in education, health, local employment, social campaigns and technological solutions that improve access to services and strengthen community management capacity.

By 2024, 100% of our operations had incorporated community engagement and development programs.

The effectiveness and sustainability of these programs is evaluated and monitored through tools such as the Community Relations Plan, PROMOSAC, the Procedure for the Hiring of Local Labor, and the Procedure for the Acquisition of Local Goods and Services. In addition, we work under inter-institutional cooperation agreements that allow alignment with public policies, avoiding duplication of functions and strengthening their presence in the territory.

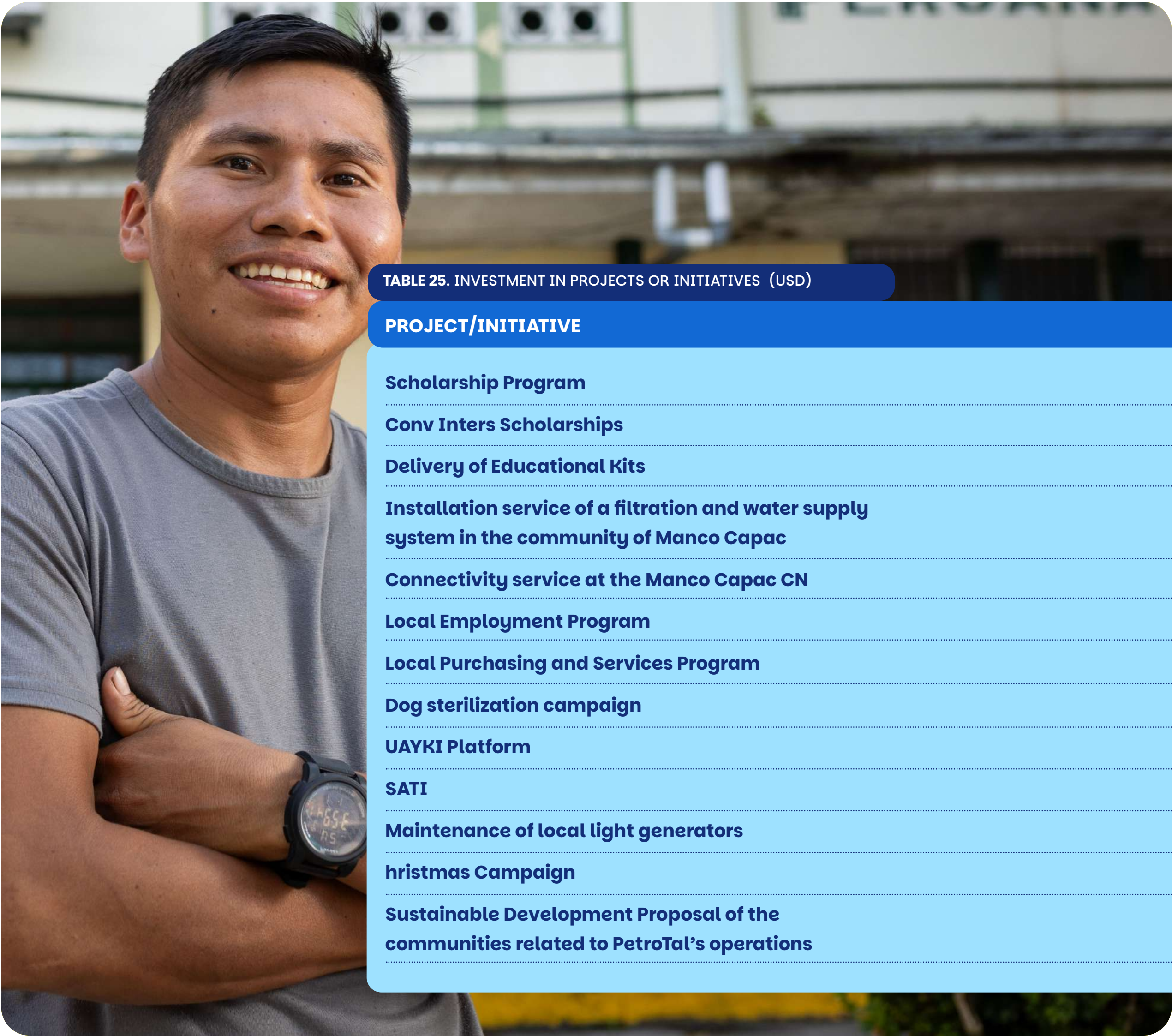


TABLE 25. INVESTMENT IN PROJECTS OR INITIATIVES (USD)

PROJECT/INITIATIVE	TOTAL INVESTMENT
Scholarship Program	169,054.79
Conv Inters Scholarships	295,380.00
Delivery of Educational Kits	57,134.87
Installation service of a filtration and water supply system in the community of Manco Capac	31,180.96
Connectivity service at the Manco Capac CN	13,850.04
Local Employment Program	298,630
Local Purchasing and Services Program	48,551
Dog sterilization campaign	3,500
UAYKI Platform	19,729
SATI	539,542
Maintenance of local light generators	164,383
hristmas Campaign	58,587.68
Sustainable Development Proposal of the communities related to PetroTal's operations	53,180



# 2024

## Top social management milestones in

### COMMUNICATION AND PARTICIPATION:

- **More than 18,800 stakeholder interactions.**
- **252 citizen suggestions** received.
- **50 meetings, 22 informative workshops** and a Public Hearing as part of the Citizen Participation Plans, of the Environmental Management Instruments in Block 95.

### LOCAL EMPLOYMENT:

- **545 jobs** generated.

### RELATIONSHIP WITH COMMUNITIES:

- **More than 1,000 visits to communities.**
- **40 coordination meetings** to carry out the PPC information workshops

### SUPERVISION AND CONTROL:

- **11 complaints attended** and **349 training** on conduct, reaching **more than 14,000 workers.**

### COMMUNITY ENVIRONMENTAL MONITORING:

- **458 monitoring** carried out.

### PRODUCTIVE PROJECTS:

- **Fishing innovation:** Approval of a quota for the sustainable use of “carachama”, benefiting fishermen from Puinahua.
- **Collaboration in the management to obtain the registration issued by INDECOPI**, in the name of the Social Organization of Fishermen and Artisanal Processors Arahuana Fish, with the King Bretaña brand.
- **Technical assistance and advice on the sale of banana flour** to the local company “Las Puinahuinas S.A.C.”
- **Technical assistance and advice to the members of the Carmelo Farm** (San Miguel farmhouse), enabling them to produce six batches of broiler chickens (a total of 3,100 birds), which were marketed in the district of Puinahua.

### EDUCATION:

- **“I Learn by Playing” Program**, whose objective was to promote socio-emotional skills, as well as improve achievement and learning in reading comprehension and mathematics, combined with sports activities. Benefiting 590 students.
- **Distribution of school kits to 2,996 students.**
- **PetroTal scholarships**, aimed at young people from the district of Puinahua with an interest in pursuing higher education studies. During 2024, 100 scholarship recipients benefited, who were motivated through workshops and the delivery of computer equipment to facilitate their academic commitments.
- **The Uayki Platform** facilitated access to digital content for primary, secondary and teaching students in Bretaña.
- **Scholarship program for 95 indigenous young people of university and technical higher education** from various areas of the Loreto region.

### HEALTH:

- **Synergies with health personnel from ACLAS Bretaña**, for the development of the campaign “United against anemia in Puinahua” and the deworming campaign in Educational Institutions in Bretaña and during the Vaccination Week in the Americas.
- **In coordination with ACLAS Bretaña, the first reproductive health control campaign for dogs and felines** was carried out in the town of Bretaña.
- **In compliance with the agreements established in the agreement signed between ACLAS Bretaña and PetroTal, dental supplies**, oral-care toiletries, and various medical goods and equipment were delivered, improving the population’s access to local health services.





2.2.3. LOCAL PROCUREMENT

We define suppliers as individuals or companies that provide essential goods and services, and contractors as those who perform specialized services under contract. In particular, we consider local suppliers to be those located within the area of influence of the Bretaña Norte project – Lot 95.

This classification allows us to efficiently manage commercial and operational relationships, assigning clear responsibilities according to the type of supplier or contractor.

Our Purchasing Policy promotes the inclusion and development of local suppliers, contributing to the strengthening of the regional economy.

Additionally, aligned with Canadian policy S-211, we have reinforced our efforts to contribute to the eradication of child labor. We ask our contractors to commit to this cause by implementing human rights policies, complaint and grievance mechanisms, and training.

TABLE 26. SEGMENTATION OF SUPPLIERS ACCORDING TO THEIR GEOGRAPHICAL LOCATION

CATEGORY	2022	2023	2024
Total suppliers	487	725	979
Local suppliers	21	27	29
National suppliers	430	643	869
International suppliers	36	55	81

TABLE 27. TOTAL SPENDING ON LOCAL PURCHASES (USD)

CATEGORY	2023	2024
Total Spending on Purchases	306,107,241.38	302,600,000.00
Spending on local purchases	887,711	4,378,608.00
Number of suppliers	148	52
Share of Spending on Local Purchases	0.29%	69.08%



## 2.2.4. CITIZEN PARTICIPATION

(GRI 3-3) (SASB EM-EP-210b.1)

Within the framework of the Bretaña Norte project, we have established specific procedures to comply with the socio-environmental commitments acquired in our EIAs, which comprehensively manage the positive and negative impacts of the project in Block 95.

Among the main mechanisms implemented are:

- Registration and resolution of complaints and grievances
- Procedure for dealing with complaints and grievances
- Communication and Citizen Information Program
- Citizen Socio-Environmental Monitoring Program (PROMOSAC)

During 2024, the social management team maintained a constant and direct relationship with the communities in the area of social influence, holding face-to-face meetings, visits, and telephone communications. We interacted with 18,854 key actors in Puinahua, including 4,459 community leaders and representatives of organizations, 5,417 institutional representatives, and 8,978 inhabitants of the areas of direct and indirect influence.



**OIPY registered 1,646 visits and responded to 533 citizen requests. A total of 252 suggestions were collected through mailboxes, of which 204 were registered in Bretaña and 48 in Manco Capac. Within the framework of the PPC, we held 50 briefings, 39 coordination meetings with local stakeholders and 22 workshops related to the MEIA. In addition, SENACE held a public hearing session in the context of the MEIA process of Block 95.**

To strengthen communication and ties with the local communities, our team made 1,056 visits to native communities, population centers, hamlets and neighborhoods in the area of influence, providing updated information on the progress of the project and maintaining an open and fluid dialogue.

## 2.2.5. GRIEVANCE MANAGEMENT

(GRI 2-25, 2-26, 11.15.4, 3-3) (SASB EM-EP-210b.1)

We have a structured system to manage complaints and grievances from our communities in a timely and transparent manner, in accordance with the Procedure for Dealing with Complaints and/or Grievances, which is aimed at an agile response within a maximum period of 30 calendar days. Each case received is recorded in detail, including:

- Town of origin
- Date of receipt
- Case description
- Classification (social, environmental, or labor)
- Means of presentation (verbal or through the official format)

The Social Management team is responsible for documenting the actions taken and recording the status and closure of each case using the complaint and claim closure form, which captures the end date and total response time. The results of this process are communicated to the communities through dialogue spaces such as informative meetings, PROMOSAC meetings and sessions with the River Monitoring team, reinforcing our commitment to participation and close ties with local stakeholders.

During 2024 we managed 11 grievances, of which two corresponded to cordoning off issues and nine to cases related to possessors. All grievances were addressed and closed. In addition, and through digital means, we received two inquiries from local indigenous organizations related to the environmental protection actions contemplated in the environmental management instruments that support hydrocarbon activities. It is important to note that all complaints were successfully addressed and closed, and consultations were resolved through face-to-face meetings with the representatives involved.



2.3.HUMAN RIGHTS

(GRI 3-3) (GRI 11.11.1, 11.12.1, 11.13.1, 11.17.1, 11.18.1)

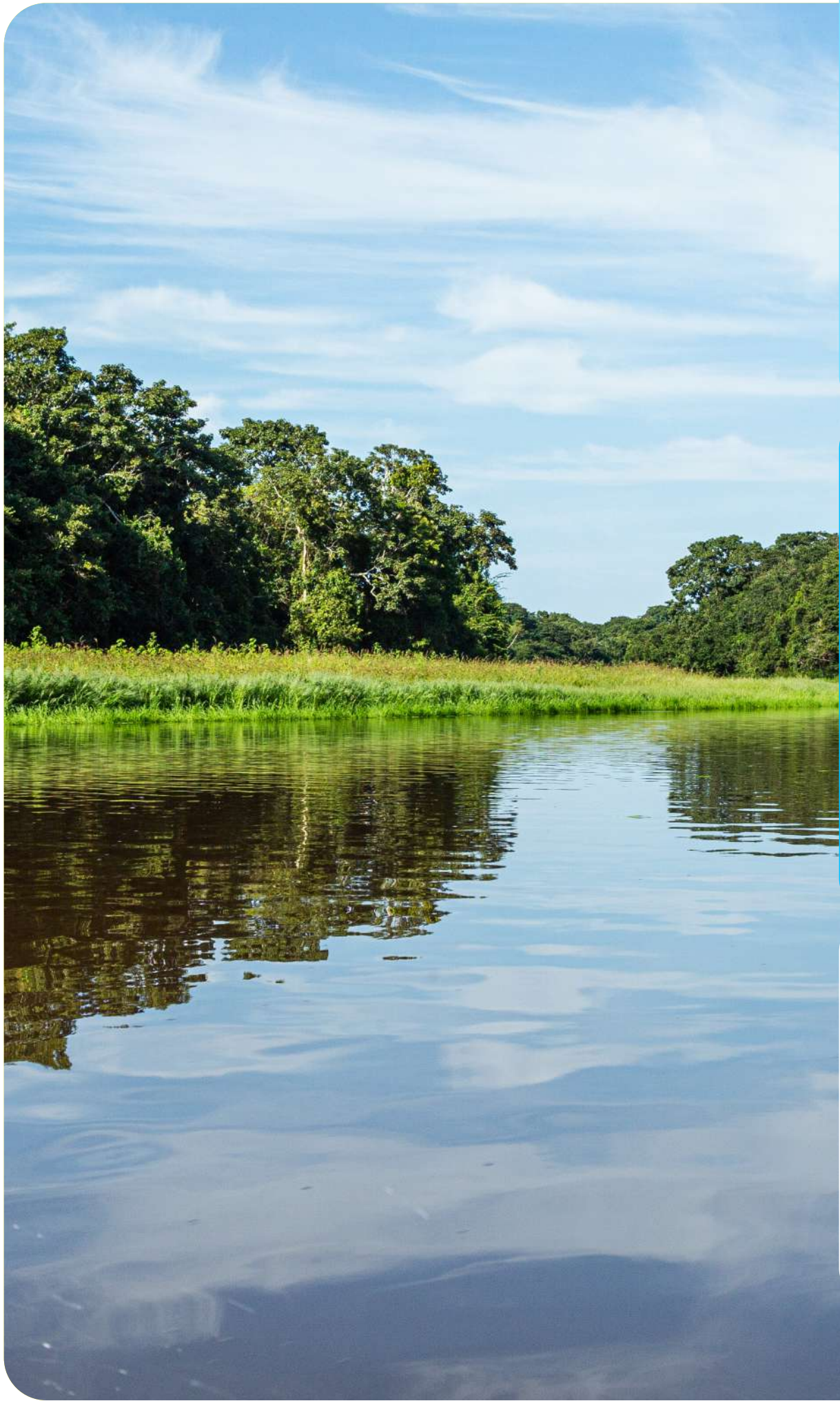
Throughout the evaluation, execution, and closure stages of our operations, we conduct risk assessments that allow us to identify and analyze potential effects on human rights related to health, the environment, and access to resources.

This occurs due to unintentional actions or the lack of implementation of approved preventive measures.

To address and manage these risks, we have key tools such as the EMA, which includes the Community Relations Plan, the Environmental Management Plan, and the Human Rights Management Plan. Additionally, in our daily interactions and in the environment of our operations, we apply complementary methods, including the Complaints and Claims Procedure, the Procedure for the Evaluation, Selection, and Hiring of Private Security Companies, the Procedure for Interaction with Public Security, as well as the dissemination of specific materials.

(GRI 2-23)

The above policy and procedures have been structured according to global standards, including the Guiding Principles on Business and Human Rights (United Nations), the OECD Due Diligence Guidance for Responsible Business Conduct and the Human Rights Due Diligence Guidance (IPIECA).



**POLICIES RELATED TO THE MANAGEMENT OF HUMAN RIGHTS**

**SUSTAINABILITY POLICY**

Reaffirms our commitment to the unwavering respect for human rights, with an emphasis on its application throughout the entire value chain.

**HUMAN RIGHTS POLICY**

Establishes the guiding principles for the prevention, management, and reporting of potential violations in our activities and in the supply chain.

**HUMAN RESOURCES POLICY**

Reaffirms our commitment to equal opportunities and non-discrimination.

**CODE OF CONDUCT**

Promotes values such as respect, dignity, equity, and the protection of health and safety of individuals among our stakeholders.

**We have constituted a local Transversal Human Rights Committee, led by the Environmental Management and made up of the General Management, Legal Management, VP of Sustainability, Human Resources Management, Purchasing and Contracts Management, Operations Management. This committee is responsible for identifying and prioritizing strategic actions within the framework of the Human Rights Management Plan 2024-2026.**





**OBJECTIVES OF THE HUMAN RIGHTS MANAGEMENT PLAN**

**Develop the criteria for contractor standardization.**

**Approve the Human Rights Plan.**

**Approve the structure and functions of the Human Rights Committee and hold its first session in 2024.**

**Implement the annual human rights training aimed at our employees, contractors, and suppliers, both local and from Iquitos.**

**Train the National Police on the Voluntary Principles and human rights.**

**Prepare a report on actions aimed at preventing and eradicating child labor and forced labor.**

We disseminate our Human Rights Policy when we sign service orders with contractors and suppliers in our supply chain. In addition, as part of the induction process upon entering the location, all workers receive specific training on human rights.



# Milestones in 2024

**Dissemination of the new Human Rights Policy** and communication of expectations to workers, contractors and police officers.

**Development of an external report on inherent risks** and gaps in child labor in the supply chain.

**Inclusion of specific clauses prohibiting child labor** in contracts with third parties.

**Review and update of the procedure** for the management of complaints and grievances.

**Preparation of an analysis of gaps** in Human Rights and Physical Security.

**Development of criteria for approval** in the prevention of child labor.



### 2.3.1. HUMAN RIGHTS DUE DILIGENCE

(SASB EM-EP-210a.3)

In 2024, we implemented a comprehensive human rights due diligence process, aligned with international standards and with an emphasis on the prevention of child labor in our supply chain. This process is applied transversally across all phases of our projects, from risk identification and assessment to operational management and the post-execution stage.

Prior to project implementation, we conduct baseline and social impact assessments to identify potential human rights risks and understand the socio-territorial context. As part of this stage, we develop informational workshops with the participation of the communities.

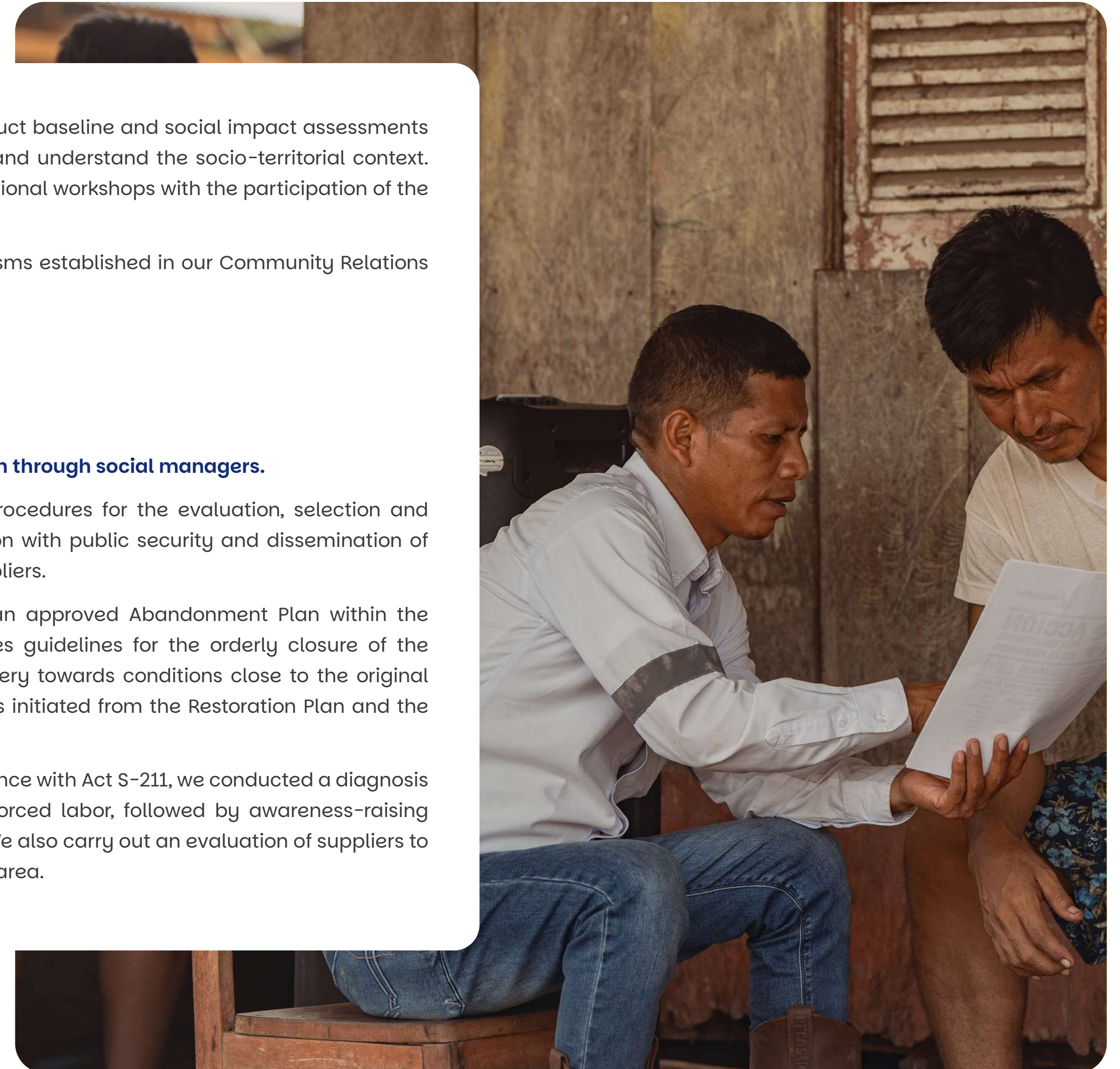
During execution, we apply the mechanisms established in our Community Relations Plan, such as:

- **Complaints and grievance procedure.**
- **Periodic informative workshops.**
- **Distribution of newsletters.**
- **Active and permanent communication through social managers.**

In addition, we implemented specific procedures for the evaluation, selection and contracting of private security, interaction with public security and dissemination of the prohibition of child labor to local suppliers.

In the post-execution stage, we have an approved Abandonment Plan within the framework of our EMA, which establishes guidelines for the orderly closure of the intervened areas and guides their recovery towards conditions close to the original state. This Plan complements the actions initiated from the Restoration Plan and the Environmental Compensation Plan.

Additionally, as part of Canada's compliance with Act S-211, we conducted a diagnosis of our measures to prevent child and forced labor, followed by awareness-raising actions for contractors and employees. We also carry out an evaluation of suppliers to identify those with the highest risk in this area.





2.3.2. SUPPLY CHAIN AND HUMAN RIGHTS

(GRI 308-1, 308-2, 414-1, 414-2) (GRI 11.10.8, 11.10.9, 11.12.3) (SASB EM-EP-210a.3)

We have implemented a human rights management strategy in the supply chain that articulates corporate policies, operational plans, and control mechanisms, referencing the UN Guiding Principles on Business and Human Rights, the Global Compact, and the ILO Declaration.

In practice, this policy is implemented with concrete measures:

- Inclusion of specific clauses on human rights and ESG criteria in contracts with third parties, requiring compliance with current regulations and QHSE commitments.
- Verification of compliance through pre-qualification processes, due diligence, periodic audits and inspection visits, ensuring adherence to our corporate policies, environmental and biodiversity plans.
- Dissemination and clear communication of our Human Rights Policy when contracting with suppliers and contractors.
- Selection based on QHSE requirements, compliance with social policies, technical and economic evaluations, with specific milestones and penalties in contracts to ensure respect for the commitments assumed.
- Establishment of measures to prevent negative social impacts such as discrimination, harassment and effects associated with migration, promoting the hiring of local labor and respect for community autonomy.

TABLE 28. SUPPLIERS EVALUATED BASED ON SUSTAINABILITY CRITERIA

	2022	2023	2024
Total suppliers	487	725	979
Total new suppliers	173	238	254
Suppliers approved in selection filters with environmental and social criteria (1)	22 12.72%	63 26.47%	60 23.62%

Note: (1) Applies to approved suppliers.

TABLE 29. SUPPLIERS EVALUATED BASED ON THEIR POTENTIAL OR ACTUAL NEGATIVE IMPACTS

	2022	2023	2024
Total suppliers	487	725	979
Suppliers evaluated for environmental and/or social impacts (1)	22	63	60
Suppliers identified with negative environmental and/or social impacts (2)	0	0	69
Percentage of suppliers identified with negative environmental and/or social impacts with agreed improvement plans	4.52%	8.69%	6.13%
Percentage of suppliers identified with negative environmental and/or social impacts with which the business relationship was terminated	0.00%	0.00%	0.00%

Notes:  
(1) Suppliers evaluated in the bidding stage.  
(2) Contracted and Evaluated Suppliers





### 2.3.3. SECURITY AND HUMAN RIGHTS

(GRI 410-1) (GRI 11.18.2)

We operate in an area where security management is essential to maintain social peace and respectful coexistence. To that end, we have implemented various measures that ensure that our security and protection actions are primarily aligned with respect for human rights and the promotion of a climate of peace.

We manage private security services through a specialized contractor company and the support of public security through an inter-institutional agreement with the Peruvian National Police (PNP). Both private personnel and police officers must comply with our institutional and ethical principles.

(SASB EM-EP-210a.3)

Our compliance management, focused on respect for Human Rights and within the framework of the Voluntary Principles on Security and Human Rights (PVSDH), requires both the specialized security company and the National Police personnel to have an updated training plan on this subject and this includes training on the management of the use of force in accordance with national standards.

At the start of their duties at our facilities, all security personnel—whether private or public— receive a mandatory induction in which we reinforce the communication of our internal policies on Human Rights and the company's Code of Conduct.

During the year, in cooperation with the State, we concluded the training plan called "Training Program for Instructors in Human Rights Applied to the Police Function," which involved 30 police officers from the Loreto region who will replicate the training across various police bases.

These efforts seek to ensure that 100% of the security personnel who provide services in PetroTal are properly trained in the topics of Human Rights and Voluntary Principles.



# 3.

## Environmental management





### 3.1. BIODIVERSITY AND NATURAL RESOURCES

(GRI 3-3) (GRI 11.4.1, 11.5.1, 11.6.1) (SASB EM-EP-160a.1)

Within the framework of the Integrated Policy of the Occupational Health, Safety, and Environmental Management System, we are committed to promoting the conservation of biodiversity and, in turn, contributing to the National Biodiversity Strategy<sup>4</sup>. Our approach combines prevention, monitoring, restoration, and compensation, built upon the mandatory instruments defined in our EIA.

Our EMS<sup>5</sup> integrates and articulates all technical, regulatory, and operational components related to biodiversity protection. Within this framework, the following components are structured:

- **Environmental Management Plans (EMPs), which include physical-chemical monitoring, quality assessments, and follow-up activities.**
- **Environmental Compensation Plan (ECP)**
- **Biodiversity Monitoring Program (BMP)**
- **Restoration Program**
- **Monitoring Plan for the Abandonment of Location 4**
- **Supervision and Control Program**

We have established specific strategic objectives and goals related to biodiversity management:

- **In line with the PCA, achieve the objectives of environmental compensation, which will ensure a net zero loss of biodiversity and the recovery of the functionality of the intervened ecosystems, in addition to additionality<sup>6</sup>.**
- **Generate validated scientific knowledge, through the rigorous and continuous application of the BMP.**
- **Contribute to the conservation of priority species<sup>7</sup>.**

In addition, within our Annual Operational Plan, we have set concrete targets that reflect our commitment to continuous improvement:

- **Carry out 100% of the biological monitoring activities committed to in the EIA.**
- **Restore 7.5 hectares of seasonally flooded forest in the “7 de Junio” community, exceeding the originally affected area.**
- **Establish strategic partnerships with institutions such as SERNANP and the Peruvian Amazon Research Institute (IIAP) to strengthen local capacities and promote sustainable livelihoods.**

Beyond the monitoring and implementation of mandatory instruments, we have adopted new practices and voluntary commitments that strengthen our contribution to conservation. Among these, we have expanded the scope of the BMP to include areas of local concern and have conducted hydrobiological studies in five oxbow lakes (“cochas”) near our operations. These studies allow us to generate temporal data on local aquatic biodiversity and to complement our conservation efforts.

(GRI 304-2) (GRI 11.4.3)

We have identified direct impacts on biodiversity in our areas of influence, mostly reversible and of short duration, as identified in the EIA. During construction, there is a temporary displacement of wildlife, such as terrestrial and flying mammals, due to noise and vibrations. In the operational stage, the movement of vessels causes the displacement of aquatic fauna. Additionally, during operation, we contribute positively by conducting scientific research and environmental monitoring, which enhance knowledge about the local flora and fauna and support the management and conservation of ecosystems in our areas of influence.

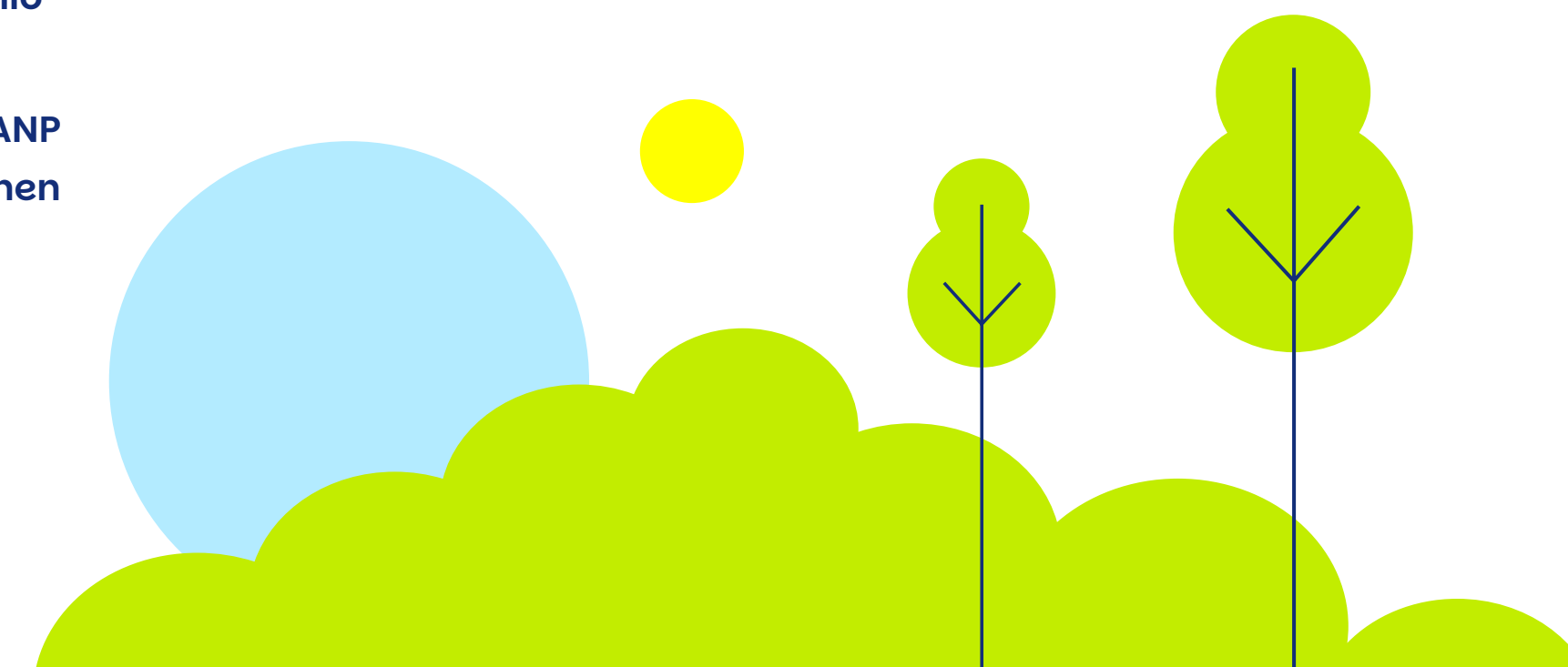
—

4. The National Biodiversity Strategy was approved by Supreme Decree No. 008-2024-MINAM.

5. The EMS was approved prior to the entry into force of the Guidelines for the Preparation of the EMS within the framework of the National Environmental Impact Assessment System (SEIA), approved by Ministerial Resolution No. 267-2023-MINAM. Therefore, we plan to update it in a future amendment or revision of our detailed Environmental Impact Assessment (EIA-d).

6. In accordance with the principles of Environmental Compensation approved in RM N°398-2014-MINAM.

7. We contribute to the conservation of the white caiman and the giant otter, both of which are priority species according to SERNANP's Master Plan.





## ENVIRONMENTAL COMPENSATION PLAN <sup>8</sup>

It aims to achieve net-zero biodiversity loss at the end of the project through the implementation of conservation measures, participatory management, and the development of sustainable activities. Its implementation is aligned with the Master Plan of the RNPS and is carried out through an inter-institutional agreement with SERNANP, as a response to residual impacts.

During 2024, we continued to fulfill this commitment through three main pillars:

### Surveillance and control

In coordination with the Management of the RNPS, we strengthened the protection of the Reserve through actions aimed at reducing cumulative impacts and increasing the proportion of protected areas against illegal activities by:

- Maintaining and upgrading Development Centers (CDCs), formerly known as Surveillance Posts (PVs), at CDC 15 and 19, equipping CDC 15, and installing satellite internet in the prioritized sectors CDC 15, 16, 17, 19, 20, and Conservation Management Center 01.
- Supporting the execution of routine and special patrols with a community-based approach.
- Supporting the monitoring of key species, such as the white caiman and the giant otter, using approved protocols.
- Supporting the establishment of baseline data for indicator and priority species.

### Participatory management

We work in collaboration with SERNANP to strengthen local capacities and community governance, aiming to develop sustainable actions for the conservation of the local environment, including:

- Designing and updating life plans in six prioritized communities.
- Delivering training sessions on governance, risk management, and first aid.
- Facilitating experience exchanges between communities and protected area staff.
- Implementing the volunteer park ranger program.

### Sustainable commercial actions

In partnership with SERNANP, we promote productive activities compatible with conservation, including:

- Development of six Sustainable Productive Activity Management Programs (PROMAPES) and follow-up of three additional ones in Samiria and Yanayacu Pucate.
- Formalization of 200 artisanal fishers.
- Diagnosis and management plan for bolaina wood, along with strengthened monitoring of its sustainable use.
- Monitoring and sustainable commercialization of taricaya turtle eggs, including market analysis and export cost assessment.
- Support for the "Entrepreneurs for Nature" contest benefiting eight community initiatives.

<sup>8</sup> Prepared based on the regulations in force on the date of approval of the EIA, however, it is expected to be updated based on the Guide for Environmental Compensation within the framework of the SEIA – approved by RM No. 00421-2024-MINAM – in a future update of the EIA-d.



## BIODIVERSITY MONITORING PROGRAM

Carried out twice a year (during the wet and very wet seasons), the program enables technical and continuous monitoring of ecosystems in our areas of influence using standardized methodologies. The data collected allow us to evaluate the effectiveness of implemented measures and make timely adjustments when deviations are identified.

Throughout the year, we completed the planned activities, obtaining results that reflect the adaptation of local fauna to project development. Monitoring included biological and hydrobiological surveys, voluntary monitoring of oxbow lakes, and the continuous installation and operation of camera traps for the permanent observation of mammals.

## RESTORATION PROGRAM

The program contributes to avoiding net loss of biodiversity through the revegetation and monitoring of 7.45 hectares in the Native Community of 7 de Junio, in compensation for the clearing of 1.49 hectares at Location 2, under an agreement with the IIAP.

Restoration is carried out using native timber, non-timber, and fruit-bearing species, through open-field techniques that respect the characteristics of the original ecosystem. Given the progress made and the potential for consolidating ecological recovery, the program has been extended until December 2024, beyond its initial two-year timeframe.

To date, we have achieved 70% vegetation cover, with faster development in high and mid-elevation areas, while low-lying zones show progressive recovery. During 2024, we carried out the following main activities:

- **Planting and maintenance of approximately 8,000 seedlings, supported by a nursery that produced nearly 10,000 seedlings.**
- **Execution of silvicultural practices, such as circular and strip clearing, carried out twice per year.**
- **Monitoring of growth and survival of planted species, along with assessment of natural regeneration.**
- **Identification of predominant regenerating species, such as retama, capirona, and cetico.**
- **Monitoring of fauna in the restored area, registering the progressive return of birds, amphibians, and reptiles, as indicators of ecological recovery.**

### Monitoring of the Location 4 Abandonment Plan

This effort is part of our progressive project closure strategy and includes environmental follow-up actions in areas where operations have ceased. In 2024, we continued with the ecological restoration of 2.13 hectares through the implementation of the Revegetation Plan, using native floodplain forest species. Activities included maintenance, replanting, and continuous monitoring of vegetation cover, encompassing both planted species and natural regeneration. Over the year, two key monitoring efforts were conducted to assess progress.

### Third Revegetation Monitoring (September 2024)

- **100% intervention of the revegetated area, plus 0.25 ha of residual remnant area.**
- **Implementation of silvicultural techniques, including clearing, circular digging, plant lifting, replanting, and planting of woody cuttings.**
- **Replanting of 1,566 seedlings from 11 species tolerant to floodplain soils (57% timber, 43% non-timber).**
- **Planting of 514 woody cuttings, including amasisa, catahua, and renaco.**
- **A total of 5,918 plants were identified and planted, with cetico, punga, retama, amasisa, and catahua standing out.**
- **Higher vegetation density in less flood-prone sectors (west, center, and south).**
- **The NDVI index showed dense and healthy vegetation in several zones, with early-stage growth in others.**

### Fourth Revegetation Monitoring (October–December 2024)

- **Full reintervention of the 2.13 ha revegetated area, and partial intervention of the 0.25 ha residual area.**
- **Confirmation that replanting close to the rainy season limits plant rooting; it is recommended to perform replanting at the end of the next dry season (August–September).**
- **Species-specific survival rates: amasisa showed high survival (61.8%), while renaco failed to thrive and catahua had low survival (7%).**
- **5,761 plants recorded, with cetico and punga as the predominant species.**
- **Healthy vegetation distribution in less inundated zones, with developing plants in other areas.**

In addition, the Environmental Monitoring Program continues to serve as a key management tool that allows us to evaluate the quality of environmental components and provide timely feedback to the EMPs. For Location 4, monitoring includes soil, flora, fauna, groundwater, and revegetation.





### 3.1.1.PROTECTED AREAS AND SPECIES

(GRI 304-1, 304-4) (GRI 11.4.2, 11.4.5)

For the past seven years, our operations in Lot 95 have been located within the buffer zone of the Pacaya Samiria National Reserve (RNPS). In compliance with Peruvian regulations, we submit requests for activity compatibility to SERNANP through the "Compatibility Module" of the institutional platform.

This legal procedure evaluates whether our operations are consistent with the conservation objectives of the protected natural area (ANP) and constitutes a prerequisite for the development of natural resource utilization projects in buffer zones.

The environment of the Bretaña Norte project, within Lot 95, is considered to have high ecological value. On one hand, it is close to the RNPS, which is part of the largest floodplain forest in South America, an ecosystem that hosts a great diversity of species, including some categorized as threatened, such as the Amazonian manatee, the pink river dolphin, various species of primates, the taricaya turtle, the paiche fish, and the arawana. Additionally, it provides essential ecosystem services for the riverside communities, including access to water and fishery resources. On the other hand, we are located within a RAMSAR site, wetlands of international importance recognized for their exceptional biodiversity and high ecological productivity.



We perform systematic monitoring of biodiversity, both biological and hydrobiological, to protect species of flora and fauna. These studies evaluate species composition, diversity, abundance, richness, and similarity within the area of influence. This data enables the identification of ecosystem trends or changes, the establishment of early warning systems, and the application of effective environmental management and mitigation measures.

TABLE 29. PROTECTED AREAS WITHIN OR ADJACENT TO THE CONCESSIONS

Area of Interest (1)	Geographical location	Size (ha)	Position with respect to the site (2)	Value of biodiversity
Pacaya Samiria National Reserve	Interbasin of the Ucayali and Marañón rivers	2,080,000.00	The site is located in the buffer zone.	It also protects the largest area of flooded forest (varzea) in the Amazon. This gigantic wetland led to its designation as one of the first RAMSAR sites in the country in 1992.

Note:

- (1) A protected area or an area of high biodiversity value outside protected areas with which the site interacts.
- (2) The position may be: a) within the area, b) adjacent to the area, or c) within parcels of the area.
- (3) Biodiversity value is characterized by the attributes of the protected area or high-biodiversity-value zone outside the protected area, such as terrestrial or freshwater ecosystems, and by its inclusion on protected lists (such as IUCN protected area management categories, the Ramsar Convention, and national legislation).

(EM-EP-160a.3)

TABLE 31. PROVEN OR PROBABLE RESERVES ON OR NEAR SITES WITH A CONSERVATION AREA CLASSIFICATION

TYPE OF BOOKING	REQUIRED INFORMATION	UNITY	2022	2023	2024
Proven reserves	Total Volume	MSTB	45,449.00	47,995.00	62,928.30
	Volume in areas either with protected conservation status or in endangered species habitat areas	MSTB	45,449.00	47,995.00	62,928.30
	Percentage of total in areas either with protected conservation status or in endangered species habitat areas	%	100.00%	100.00%	100.00%
Probable reserves	Total Volume	MSTB	51,266	52,183	45,017.20
	Volume in areas either with protected conservation status or in endangered species habitat areas	MSTB	51,266	52,183	45,017.20
	Percentage of total in areas either with protected conservation status or in endangered species habitat areas	%	100.00%	100.00%	100.00%

(GRI 304-4) (GRI 11.4.5)

TABLE 30. ESPECIES IN HABITATS AFFECTED BY OPERATIONS

CLASSIFICATION	2023			2024		
	UICN	DS N.º 004-2014 MINAGRI	DS N.º 043-2006 AG	UICN	DS N.º 004-2014 MINAGRI	DS N.º 043-2006 AG
Critically Endangered (CR)	0	1	0	0	0	0
In danger	1	0	0	2	1	0
Vulnerable (VU)	3	2	1	7	3	0
Near Threatened (NT)	3	2	1	4	1	0
Least Concern (LC)	456	0	0	406	0	0
Data Deficient (DD)	1	0	0	4	0	0

Note:

- (1) IUCN Red List: the count includes both flora and fauna species present in the habitats affected by the operations.
- (2) Supreme Decree No. 004-2014-MINAGRI: the count includes only flora species that are protected or monitored according to national regulations.
- (3) Supreme Decree No. 043-2006-AG: the count includes only fauna species that are protected or monitored according to national regulations.



3.1.2. RESTORATION OF AFFECTED AREAS

(GRI 304-3) (GRI 11.4.4)

According to our EIA, the project is located in a total area of 10 hectares. During the preparation of the operational area, 3.65 hectares were intervened, of which 1.49 hectares corresponded to authorized deforestation in accordance with the current forestry permit. As a compensatory measure, an ecosystem with similar characteristics—flooded forest or aguajal—was identified in the Native Community 7 de Junio, where 7.96 hectares were allocated for its restoration, more than three times the originally affected area.

To execute this process, we established two key partnerships:

- **Native Community 7 de Junio:** We formalized the land use for a period of up to 20 years, allowing us to implement an ecological restoration project with the participation of community members, who receive training and collaborate in maintenance and reinforcement tasks. Upon completion, the restored area will be returned as community ecological heritage.
- **Institute for Research of the Peruvian Amazon (IIAP):** We signed a technical-scientific agreement for the design and implementation of the restoration plan, emphasizing techniques adapted to the aguajal ecosystem and prioritizing the structural and functional recovery of the habitat.

TABLE 32. VEGETATION COVER IN THE PROJECT'S OPERATIONAL AREA OF INTERVENTION

COMPONENT DESCRIPTION	VEGETATION UNIT	CODE	URRENT STATUS	AREA (ha)
Location 2A	Whitewater River Flooded Forest associated with Charcas and Purmas Complex	BIAB	Without forest	2.16
			With forest	1.46
			Total project area	

Between 2023 and 2024, we achieved the planting of more than 6,000 seedlings, effectively restoring 7.45 hectares in the 7 de Junio community.

The planted species currently range between 1.5 and 2.5 meters in height and are in good phytosanitary condition. This production of native species also enabled us to intervene in other areas, such as the former Location L4, thus expanding the project's benefits.

In the specific case of Location L4, under the approved Environmental Management Instrument (EMI) where full abandonment was completed in 2022, we implemented recovery measures in 2024 that have enabled the restoration of 70% of the affected forest.

TABLE 33. AREAS RESTORED THROUGH PREVENTION AND REMEDIATION ACTIVITIES

AREA	LOCATION	SIZE OF THE PRESERVED OR RESTORED AREA (HA)	% OF AREA PRESERVED OR RESTORED VS. OPERATIONAL SITE
Location L4	Puinahua	2.13	57.45%
7 de Junio	Puinahua	7.45	100.00%







### 3.1.3. WATER RESOURCE

(GRI 303-1) (GRI 11.6.2)

We operate in an area without water stress conditions and focus our efforts on conserving the quality of the Puinahua canal, the main source of water for our operations and for domestic consumption.

We have a Water Resource Management Program, part of our EMA in Lot 95. This program has a comprehensive approach aimed at minimizing impacts, promoting regulatory compliance, and supporting long-term operational continuity.

Its main components are:

- **Protection of surface water bodies**
- **Responsible management of water intake and transport**
- **Adequate treatment of liquid and industrial effluents**
- **Management of produced water and hydrocarbons**
- **Groundwater monitoring**

(GRI 303-2) (GRI 11.6.3)

During the extraction process, a mixture of oil, gas, and formation water is obtained. The latter is separated and reinjected into authorized wells following technical protocols. For well drilling, surface water from the channel is incorporated into the process; the effluent is treated in Australian tanks before being returned to the channel in compliance with environmental quality standards. Water for domestic use is treated in our Wastewater Treatment Plant (WWTP) and reinjected under strict safety controls<sup>9</sup>.

<sup>9</sup> The treated waters have a discharge authorization issued by the National Water Authority (ANA) through the Water Administrative Authority (AAA), complying with the commitments made in our EMA



We carry out systematic effluent monitoring in accordance with the EIA, which allows us to prevent impacts on water bodies and protect associated aquatic biodiversity.

In 2024, we detected values outside the established parameters in certain months for industrial effluent (coliforms, BOD, COD, among others). It should be noted that no discharge of this effluent took place; however, we took decisive corrective measures, including:

- Installation of an aeration system in the treatment tank
- Use of portable kits for in situ measurement of dissolved oxygen and chlorides
- Strengthening of preventive controls by sampling prior to each discharge

Additionally, we developed an Aquatic Biodiversity Monitoring Program, which includes physicochemical and hydrobiological monitoring in water bodies both within and outside the direct area of influence of the project. At the request of local communities, this monitoring was expanded to seasonal cochas in the district, recognized for their traditional value for fishing and their sensitivity to phenomena such as El Niño and La Niña.

During 2024, this effort was complemented by a diagnostic study of the fishery resource, which included the analysis of species, abundance, and diversity, a social diagnosis of resource use, and a study of ichthyoplankton, with the aim of understanding the behavior of species and the relationship between fishing and the social environment in the Puinahua canal.

(GRI 303-3, 303-4, 303-5) (GRI 11.6.4, 11.6.5, 11.6.6) (SASB EM-EP-140a.1)

TABLE 34. WATER EXTRACTION, DISCHARGE AND CONSUMPTION (m³)

WATER SOURCES	2022	2023	2024
Extracted water	2,330,291.00	3,932,512.80	5,553,621.88
Surface water	140,059.00	177,632.00	214,202.57
Produced water	2,189,912.00	3,754,096.00	5,338,551.83
Third-party water	320.00	784.80	867.48
Other water sources	0.00	0.00	0.00
Surface discharge	3,849.00	1,510.00	3,620.00
Water consumption	2,326,442.00	3,931,002.47	5,550,001.85

Note:

- (1) Surface water: refers to the water used in camps, measured by the flow meter in the Logistics area, plus the consumption reported in production.  
(2) Produced water: refers to the water separated from crude oil and gas during production, which is subsequently reinjected. This information is provided by the Production area.  
(3) Third-party water: includes the water used in administrative offices, whose management and supply are the responsibility of the building manager where our administrative offices are located.  
(4) Other waters: does not apply to the reported operations.  
(5) Surface discharge: corresponds to the discharges recorded in the annual environmental reports each year. The information is managed by the Environmental Management area.  
(6) Water consumption: calculated as the difference between total extraction and total discharge.

(GRI 303-3, 303-4, 303-5) (GRI 11.6.4, 11.6.5, 11.6.6) (SASB EM-EP-140a.1)

TABLE 35. PRODUCED WATER AND GENERATED RETURN FLOW

REQUIRED INFORMATION	2022	2023	2024
Volume of produced water (thousand m³)	2,190.00	3,754.00	5,338.55
Generated return flow (m³)	0.00	0.00	0.00
Percentage of water discharged	0.00%	0.00%	0.00%
Percentage of water reinjected	100.00%	100.00%	100.00%
Percentage of water recycled	0.00%	0.00%	0.00%
Hydrocarbon content in discharged water (mg/L)	0.00	0.00	65.00

Note:

- (1) Generated return flow: there is no return flow in the reported operations.  
(2) Percentage of water discharged: is zero because all produced water is reinjected and not discharged into the environment.  
(3) Percentage of recycled water: the reinjected water is not reused in other wells, fracturing fluids, or other drilling and production processes.  
(4) Hydrocarbon content in discharged water: according to the 2024 monitoring report, reflecting the quality of water that could be discharged in the event of a spill





### 3.1.4. SPILL PREVENTION

(SASB EM-EP-540a.2)

We have a Spill Prevention Program that prioritizes immediate intervention in the event of any related incident and is based on a preventive, corrective, and participatory approach. In case of occurrence, we activate our Spill Contingency Plan, which consists of three components:

- **Contingency plan for crude oil spills in the areas of influence (navigable route)**
- **Spill response program in our aquatic facility**
- **Citizen Socio-Environmental Monitoring and River Surveillance Program**

This plan is aligned with capacity building for response through targeted training, talks, drills, and joint simulations with contractors and community members. It is also supported by strategic instruments established in the EIA, such as the EMP, Hazardous Substances Registry, Safe Storage Protocols, the Environmental Training Program, and the Soil Monitoring and Supervision Program.

Our risk management also includes specific mitigation and control measures such as:

- **Preventive maintenance program on the platform**
- **Ongoing environmental assessments of contractors**
- **Vessel inspection program**
- **Vulnerability study of the navigation route**
- **Contracts with specialized companies for spill prevention and response (Levels I, II, and III)**

During 2024, in line with our operational performance goals, we strengthened an integrated spill prevention and control system. In this context, we conducted talks, training sessions, and workshops on spill prevention and the proper use of spill containment kits. We also carried out two field drills and one tabletop exercise focused on environmental incident response. Additionally, we trained crude oil processing and dispatch personnel under IMO 1-2 standards and best environmental control practices, while local monitors from the PROMOSAC program received specialized training.

As part of our preventive analysis, we developed a hydrodynamic modeling of the Ucayali River, with emphasis on the Puinahua channel, which enabled us to identify ecologically sensitive areas and simulate the trajectory of a potential spill at the liquid cargo dock. Simultaneously, we strengthened the ATENTO program by incorporating an environmental component, reaffirming our commitment to continuous improvement in risk management and environmental protection.

(GRI 306-3) (GRI 11.8.2) (SASB EM-EP-160a.2)

**No significant spills related to our operations were recorded, defined as those over 1 barrel.**

However, in response to an external incident 2 km from the Bretaña Norte field, resulting from a collision between vessels operated by Trans Fluvial Rey E.I.R.L., we voluntarily activated our Emergency Response Plan. Our specialized brigades responded by containing the spill, controlling the leak, and conducting cleanup activities, as well as providing humanitarian assistance to nearby communities through the distribution of potable water and food. At the same time, the responsible company activated its Level II response, deploying technical personnel, vessels, containment equipment, and hiring local workers.







### 3.1.5. SOLID WASTE

(GRI 306-1, 306-2, 306-3, 306-4, 306-5) (GRI 11.5.2, 11.5.3, 11.5.4, 11.5.5, 11.5.6)

We have a solid waste management system supported by our Integrated Occupational Health, Safety, and Environmental Management System Policy and our Sustainability Policy. These policies establish guidelines for the efficient use of natural resources, the prevention of environmental impacts, and the promotion of material reuse, in line with our Solid Waste Management Program (SWMP). This system covers all stages of the waste life cycle.

The approach applies to both internally generated waste and waste managed by third parties, in accordance with the Waste Management Procedure implemented for Block 95. Additionally, we comply with the provisions of our EIA-d and report regularly through the Solid Waste Management Information System (SIGERSOL) platform of the Ministry of Environment (MINAM)<sup>10</sup>.

As part of our vision for more efficient operations, we developed an Action Program toward a Circular Economy. This initiative aims to reduce dependency on virgin raw materials, promote waste valorization, and optimize waste management from a sustainable and continuous improvement perspective.

<sup>10</sup> In compliance with Legislative Decree No. 1278 and its Regulations approved by Supreme Decree No. 014-2017-MINAM.



The waste generated in our operations is classified into two main categories. Non-hazardous waste includes plastics, uncontaminated cuttings, cardboard, cans, scrap metal, electrical cables, waste electrical and electronic equipment (WEEE), and glass. On the other hand, hazardous waste includes contaminated rags, air filters, batteries, chemicals, welding waste, contaminated polystyrene, lubricants, cement bags, toners, paint cans, contaminated sludge cuttings, scrap, ash, and granules.

For hazardous waste, we implement strict safety measures, prioritizing traceability and ensuring final disposal in properly authorized facilities. In the case of contractor-managed waste, control measures include prior supplier evaluation and qualification, biweekly document supervision (such as manifests and final disposal certificates), and systematic regulatory compliance checks.

Throughout our operations, we identified significant impacts related to waste generation and management, mainly associated with the risk of soil contamination. These impacts may originate during the drilling phase through the generation of cuttings, and during the operational phase due to inadequate waste segregation or chemical waste management. To mitigate these effects, we strictly follow our waste management procedures and provide ongoing training to staff, thereby strengthening a culture of responsible handling and environmental prevention.



TABLE 36. TOTAL WEIGHT OF WASTE GENERATED (METRIC TONS)

TYPE OF WASTE	TYPE OF MANAGEMENT	2022	2023	2024
Hazardous waste	Waste generated	3,842.50	5,525.90	13,475.31
	Recovered waste	0.00	0.00	0.00
	Disposed waste	3,842.50	5,525.90	13,475.31
Non-hazardous waste	Waste generated	2,148.10	793.50	1,910.43
	Recovered waste	0.00	649.28	395.18
	Disposed waste	2,148.10	144.22	1,515.25
Total	Waste generated	5,990.60	6,319.40	15,385.74
	Recovered waste	0.00	649.28	395.18
	Disposed waste	5,990.60	5,670.12	14,990.56





### 3.2. CLIMATE ACTION AND EMISSIONS

(GRI 3-3) (GRI 11.1.1, 11.2.1, 11.3.1) (SASB EM-EP-110a.3)

As part of our Sustainability Policy, we have committed to mitigating climate change by reducing GHG emissions generated by our operations (Scope 1). Climate change management is led by the Environmental Management Department, in coordination with the Operations Department.

In 2024, we set out to design and implement initiatives aimed at reducing GHGs emissions, nitrogen oxides (NOx), and hydrofluorocarbons (HFCs). In this context, a solar panel system was installed at the camp, representing progress toward the use of renewable energy sources at the site.

Additionally, planning advanced for the gas-to-power project, scheduled for implementation in 2025. This project is supported by a validated report from SLB, which confirms the emission reductions associated with the use of gas as an energy source.

Other emission reduction project proposals were also reviewed, including the acquisition of modern drilling rigs, the use of liquefied natural gas (LNG) at the CPF, the implementation of bifuel systems, and power generation through sources such as geothermal energy and river turbines. Each proposal included an estimate of the emission reduction potential in tons of CO<sub>2</sub>, along with technical and economic evaluations. However, none of these initiatives has reached feasibility to date.

Additionally, we completed the purchase and installation of more energy-efficient air conditioning units with a lower climate impact, aiming to reduce emissions associated with HFC gases. We also conducted a study to identify and assess the potential for REDD+ projects within Block 95.



3.2.1. CARBON FOOTPRINT

(GRI 305-1, 305-2, 305-3, 305-4) (GRI 11.1.5, 11.1.6, 11.1.7, 11.1.8) (SASB EM-EP-110a.1, EM-EP-110a.2)

Since 2019, we have been calculating our carbon footprint with the goal of determining the GHG emissions associated with our operational activities. This calculation is carried out under the operational control approach, which means that only those emission sources over which we exercise direct control are included. Beginning in 2021, the quantified emissions have been subject to external certification.

For the estimation of the carbon footprint, we apply the methodological guidelines established by ISO 14064, the Greenhouse Gas Protocol (GHG Protocol), and the Intergovernmental Panel on Climate Change (IPCC) Guidelines, based on data corresponding to our activity levels.

The quantification includes Scope 1, Scope 2, and Scope 3 emissions. The inventoried gases include those defined by the IPCC: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), sulfur hexafluoride (SF<sub>6</sub>), nitrogen trifluoride (NF<sub>3</sub>), and perfluorocarbons (PFCs). Within our operations, emissions of CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs were identified and quantified.

Our GHG emissions for 2024 recorded an increase, mainly due to the rise in our production and the inclusion of scope 3, related to product measurement, within the carbon footprint. The calculation was carried out by a specialized consulting firm, and the reported data has undergone a verification process conducted by the international certifier AENOR.

Additionally, during this period, we initiated the first identification of fugitive emissions, with a special emphasis on methane, in our operations. The activity was carried out by a specialized external team that used a drone equipped with Optical Gas Imaging (OGI) cameras. Through scheduled flights, they identified areas with fugitive emissions using a combination of emissions mapping, mass flow quantification applied to methane, and inline fence measurement.

In this case, emissions mapping included hydrogen sulfide (H<sub>2</sub>S), sulfur dioxide (SO<sub>2</sub>), volatile organic compounds (VOCs), and methane (CH<sub>4</sub>), while mass flow quantification focused on methane. The results were processed and analyzed by external consultants using methods aligned with standards such as ISO 17025. Currently, this measurement is in progress, and we are exploring new technologies and methodologies to obtain more accurate estimates.

TABLE 37. GROSS GHG EMISSIONS (tCO<sub>2</sub>e)

GHG EMISSIONS (GROSS VALUE)	BASE YEAR	2022	2023	2024
Scope 1	30,055.65	30,055.65	33,338.91	65,976.35
Scope 2	12.39	12.39	21.18	120.56
Scope 3	1,752,988.05	1,752,988.05	1,933,424.99	2,541,642.19
Total	1,783,056.09	1,783,056.09	1,966,785.08	2,607,739.10

TABLE 38. BIOGENIC GHG EMISSIONS (tCO<sub>2</sub>e)

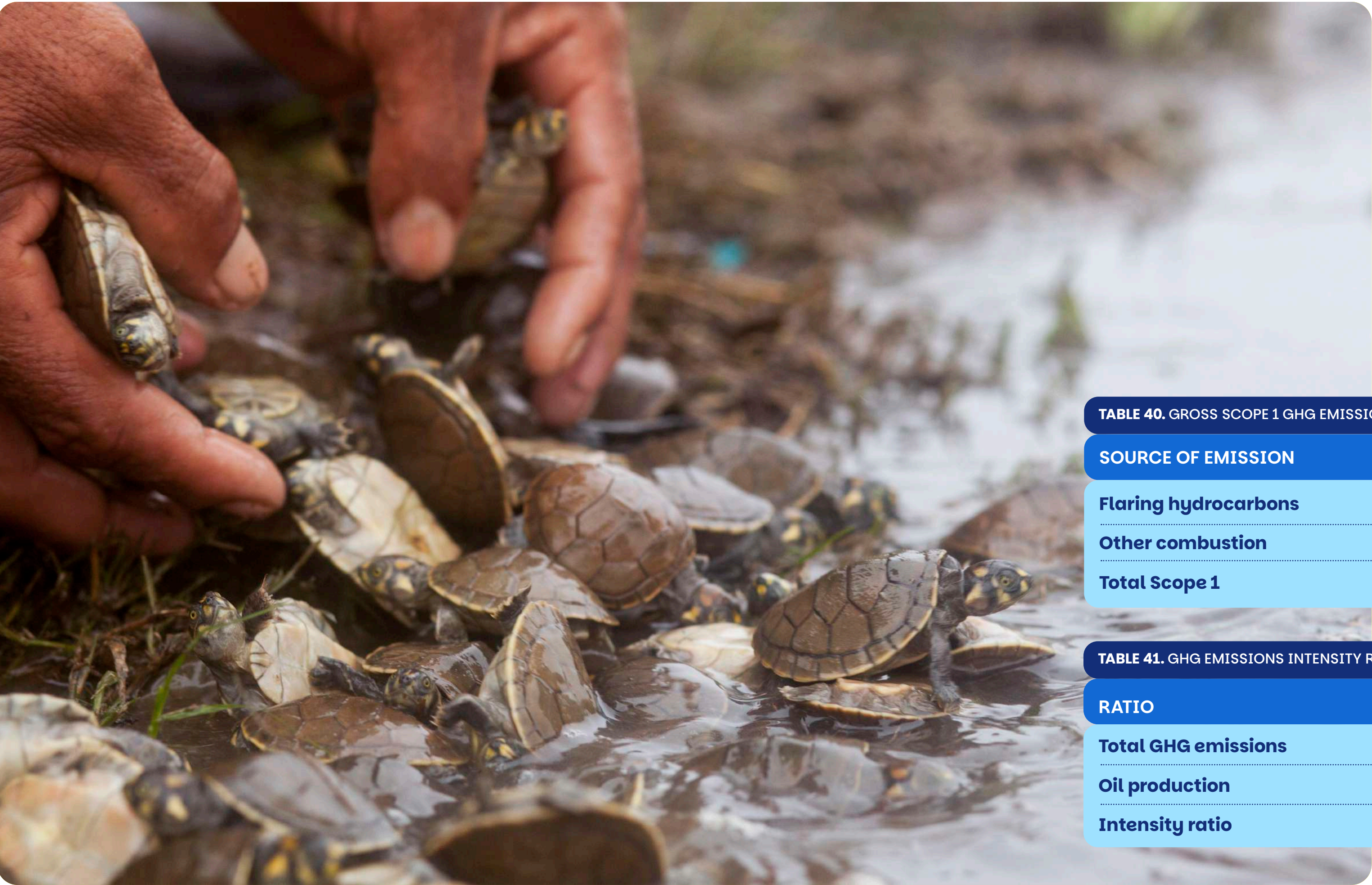
BIOGENIC EMISSIONS	2022	2023	2024
Scope 1	493.19	394.04	593.90
Scope 3	301.10	18,419.67	140,454.37

TABLE 39. GROSS SCOPE 1 GHG EMISSIONS, BY COMPONENT (tCO<sub>2</sub>e)

COMPONENTE	2022	2023	2024
CO <sub>2</sub>	29,754.63	32,979.00	65,307.75
CH <sub>4</sub>	38.00	49.29	93.68
N <sub>2</sub> O	64.53	70.29	276.30
HFC	201.73	245.5	298.62
PFC	0.00	0.00	0.00
SF <sub>6</sub>	0.00	0.00	0.00
NF <sub>3</sub>	0.00	0.00	0.00
Total Scope 1	30,055.65	33,344.08	65,976.35
% of CH <sub>4</sub>	0.13%	0.15%	0.14%







Note:

(1) For 2022, the inventory was prepared under the scheme of Scopes 1, 2, and 3. The reported values correspond to Scope 1, where "burned hydrocarbons" refers to flaring; while "other combustions" includes diesel, gasoline, propane, Agamix 20, stationary and mobile machinery, as well as electric generators.

(2) For 2023, the inventory was prepared using the categorical scheme.. The reported values correspond to Category 1, where "burned hydrocarbons" refers to gas flaring; while "other combustions" encompasses fuel consumption in stationary machinery, mobile fuel consumption, electric generators, cogeneration, and cooking gas.

(3) For 2023, the inventory was prepared using the categorical scheme.. The reported values correspond to Category 1, where "burned hydrocarbons" refers to gas flaring; while "other combustions" includes fuel consumption in stationary and mobile machinery, waste self-transport, electric generators, and cogeneration.

(4) No process emissions, vented emissions, or fugitive emissions are reported.

TABLE 40. GROSS SCOPE 1 GHG EMISSIONS, BY SOURCE (tCO<sub>2</sub>e)

SOURCE OF EMISSION	2022	2023	2024
Flaring hydrocarbons	6,171.46	7,555.69	9,502.92
Other combustion	23,884.18	25,528.21	56,170.15
Total Scope 1	30,055.65	33,344.08	65,673.07

TABLE 41. GHG EMISSIONS INTENSITY RATIO

RATIO	UNITYS	2022	2023	2024
Total GHG emissions	tCO <sub>2</sub> e	1,783,056.09	1,966,785.08	2,607,739.10
Oil production	bbl	4,453,056.00	5,200,424.00	6,490,336.00
Intensity ratio	tCO <sub>2</sub> e/bbl	0.4000	0.3800	0.4018



3.2.2. ATMOSPHERIC EMISSIONS

(GRI 305-7) (GRI 11.3.2) (SASB EM-EP-120a.1)

We conduct air emissions monitoring at two stacks, in compliance with the commitments outlined in our EIA. This monitoring covers pollutants such as nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>2</sub>), particulate matter (PM), carbon monoxide (CO), volatile organic compounds (VOCs)<sup>11</sup>, and hydrogen sulfide (H<sub>2</sub>S), and is carried out in accordance with the technical requirements of current Peruvian regulations, taking as reference the Maximum Permissible Limits (MPLs) established for each type of source.

We have two monitoring points. The first, identified as L95-EMG-PGE01, corresponds to a thermoelectric generation source regulated under Supreme Decree No. 030-2021-MINAM. During its evaluation, atmospheric conditions recorded were 28.6 °C temperature and 1004.3 mBar pressure. The second point, L95-EMG-INC01, is associated with an organic waste incinerator regulated under Supreme Decree No. 014-2010-MINAM, operating with an average daily load of 0.0129 tons and under ambient conditions of 47.3 °C and 999.5 mBar pressure.

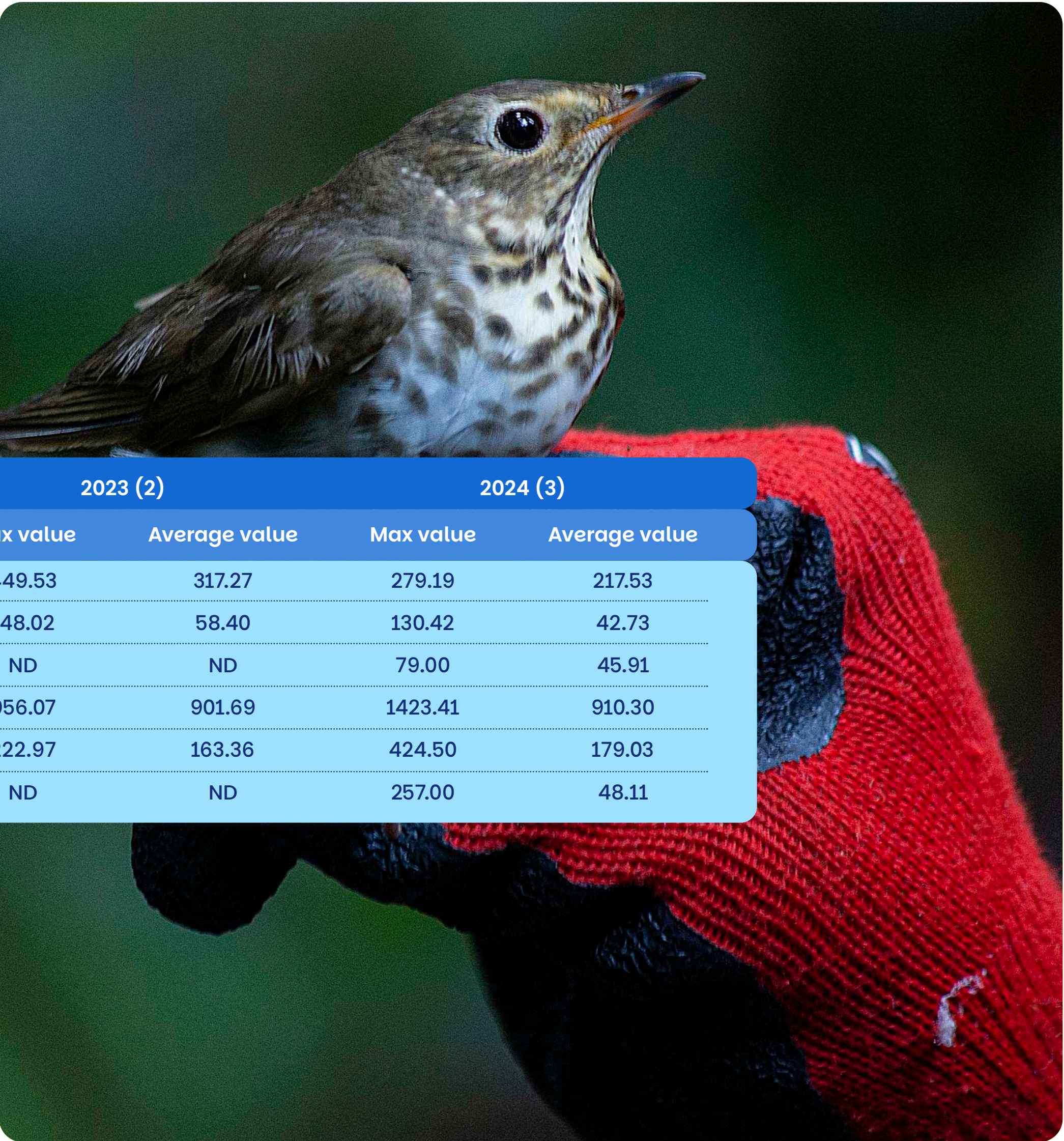


TABLE 42. ATMOSPHERIC POLLUTANT EMISSIONS

MONITORING POINT	PARAMETER	UNIT	MPL	2022 (1)		2023 (2)		2024 (3)	
				Max value	Average value	Max value	Average value	Max value	Average value
L95-EMG-INC01	NO <sub>x</sub>	mg/Nm <sup>3</sup>	460	947.65	412.58	449.53	317.27	279.19	217.53
	SO <sub>2</sub>	mg/Nm <sup>3</sup>	1000	62.15	29.46	148.02	58.40	130.42	42.73
	MP (4)	mg/Nm <sup>3</sup>	50	ND	ND	ND	ND	79.00	45.91
L95-EMG-PGE01	NOx	mg/Nm <sup>3</sup>	2000	ND	ND	956.07	901.69	1423.41	910.30
	SO <sub>2</sub>	mg/Nm <sup>3</sup>	1170	ND	ND	222.97	163.36	424.50	179.03
	MP (4)	mg/Nm <sup>3</sup>	100	ND	ND	ND	ND	257.00	48.11

Notes:

- (1) In 2022, we did not report data for monitoring point L95-EMG-PGE01, as monitoring was conducted at a different location that year. For point L95-EMG-INC01, the values correspond to evaluations carried out between May and December.
- (2) In 2023, the reported values of NO<sub>x</sub> and SO<sub>2</sub> for both monitoring points were corrected to a 15% O<sub>2</sub> basis, in accordance with the applicable regulatory criteria. For point L95-EMG-PGE01, evaluations were conducted between June and December.
- (3) In 2024, we did not conduct monitoring at point L95-EMG-INC01 during April due to a river blockage that prevented access to the facilities. Likewise, between May and October, and December, no monitoring was conducted at this point due to scheduled maintenance.
- (4) Since 2024, we have evaluated PM emissions using the method established in NTP 900.005:2021, equivalent to EPA Method 5.

11 As of May 2024, we implemented the measurement of VOCs following the protocol established by EPA Method 18.



3.2.3. ENERGY

(GRI 302-1) (GRI 11.1.2)

We supply nearly all of our operational energy consumption through the use of petroleum derivatives, primarily B5 diesel and crude oil. Electricity is used for operating our offices and cooling systems.

TABLE 43. ENERGY CONSUMPTION WITHIN THE ORGANIZATION (TJ)

	2022	2023	2024
Consumption from non-renewable sources	356.60	497.32	755.46
Diesel B5	129.65	135.94	240.25
Crude Oil	226.95	361.38	515.21
Fuel 3	0.00	0.00	0.00000843
Consumption from renewable sources	0.00	0.00	0.00000843
Purchased consumption	0.22	0.49	2.86
Purchased electricity	0.22	0.36	2.86
Purchased heating	0.00	0.00	0.00
Purchased cooling	0.00	0.13	0.00
Purchased steam	0.00	0.00	0.00
Self-generated unused energy	0.00	0.00	0.00
Self-generated electricity, heating, cooling, steam	0.00	0.00	0.00
Consumed self-generated electricity, heating, cooling, steam	0.00	0.00	0.00
Total energy consumption	356.82	497.81	758.33

Note: We do not record energy consumption associated with heating, nor do we sell self-generated energy.

(GRI 302-2) (GRI 11.1.3)

Regarding energy consumption outside our organization, we assessed the activities corresponding to scope 3. To do this, we consider the activities included in the GHG emissions inventory that allow us to express results in TJ. For 2024, these correspond to the transportation of personnel in company-paid buses or vans, helicopter trips, the use of sold products, and donated fuel consumption.

TABLE 44. ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION (TJ)

	2022	2023	2024
Total energy consumption	3.01	30,844.93	33,097.64

Note:

(1) The values in TJ reported for 2024 correspond exclusively to personnel transportation activities in company-funded buses or vans and helicopter trips (Category 3), use of sold products (Category 5), and consumption of donated fuel (Category 6), in accordance with the results obtained from our carbon footprint calculation. No additional conversions have been made, nor have calorific factors different from those included in the referenced methodology been applied.

(2) During the reporting period, we incorporated the energy consumption associated with the use of sold products, a category not considered in previous years. This inclusion resulted in a significant increase in the energy consumption outside the organization reported for 2023, reflecting our commitment to accuracy and transparency in information management, in line with industry best practices and the expectations of our stakeholders.

(GRI 302-3) (GRI 11.1.4)

We calculate the energy intensity ratio by dividing the total energy consumption, both inside and outside the organization, by the number of barrels of oil produced as a result of our operations during the reporting period.

TABLE 45. ENERGY INTENSITY RATIO

RATIOS	UNITY	2022	2023	2024
Total energy consumption	TJ	356.82	497.81	758.33
Oil production	bbl	4,453,056.00	5,200,424.00	6,490,336.00
Intensity ratio	TJ/bbl	0.000080	0.000096	0.000116



# 4.

## Corporate governance management





## 4.1. ETHICS AND TRANSPARENCY

(GRI 3-3) (GRI 11.20.1, 11.21.1) (SASB EM-EP-510a.2)

We have implemented a management system focused on the prevention of acts of corruption and bribery, both within our organization and throughout our value chain. This system is based on clear guidelines, due diligence procedures, and concrete actions that promote an ethical culture at all levels.

We have a robust regulatory framework composed of policies, regulations and manuals that guide our operations towards high standards of ethics and transparency in the extractive sector. These tools clearly define our institutional stance against any improper conduct and reinforce our commitment to a strong and transparent operation. Among the main policies are:

- **Code of Business Conduct and Ethics**
- **Compliance, Sanctions, Anti-Bribery and Anti-Corruption Policy**
- **Crime Prevention Policy**
- **Conflicts of Interest Policy**
- **Whistleblowing Policy**

The system is managed from the highest level. Our Code of Conduct and accompanying policies are approved by the Board of Directors. At the local level, we have a Compliance Officer, whose responsibility includes leading the implementation of the Crime Prevention Model and ensuring that our practices align with national and internal ethics and compliance provisions.

We deliver the policies to our employees at the time of their incorporation. We also develop training programs.

During 2024, we trained our staff on key topics such as the compliance system, the Code of Conduct and Ethics, the Policy on Conflicts of Interest and the proper use of the Whistleblowing Channel. These sessions were complemented with communication and awareness campaigns, with the aim of reinforcing an organizational culture based on integrity.

(GRI 205-2) (GRI 11.20.3)

As a result of these actions, during 2024 we achieved full coverage in communication and training on our anti-corruption policies. In this sense, 100% of the Board of Directors and our employees, without distinction of level or function, were trained.

In addition, these guidelines are an integral part of contracts with our business partners, ensuring mutual commitment to the principles we promote. 100% of our business partners informed and are adhering to the established ethical guidelines.

(GRI 205-3) (GRI 11.20.4)

During the year, there were no incidents of corruption or situations leading to dismissals or disciplinary measures. Likewise, contracts with business partners were not terminated or stopped being renewed for violations related to corrupt practices. Nor were public legal proceedings initiated related to corruption, neither against the company nor against our employees.





## 4.2. BUSINESS CONTINUITY

(GRI 3-3) (GRI 11.7.1, 11.10.1, 11.12.1, 11.14.1, 11.21.1)

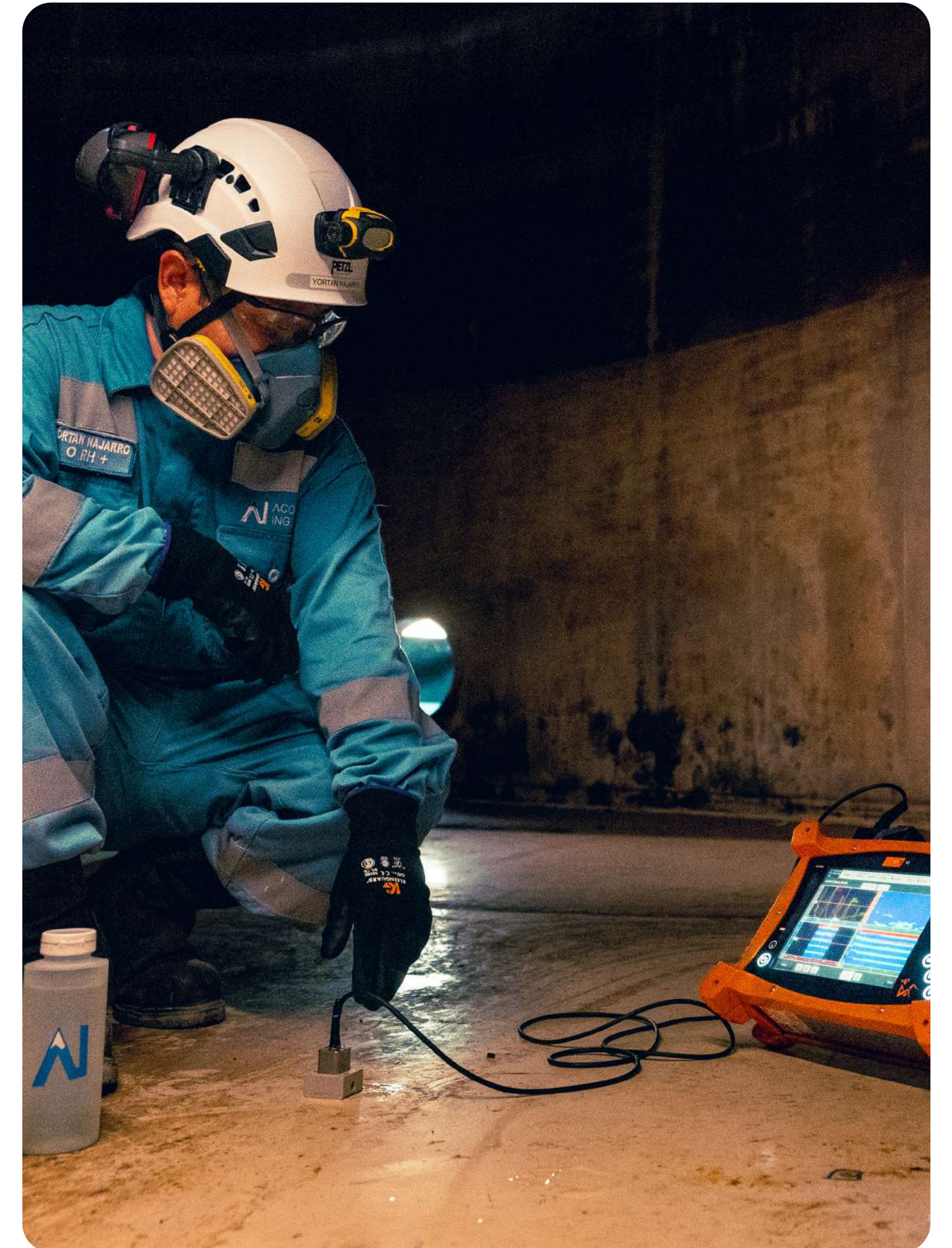
We have a long-term development plan based on an economic model that ensures business continuity, supported by the annual certification of reserves issued by Netherland, Sewell & Associates Inc. (NSAI), an authorized international entity. This certification, publicly available on our website, strengthens transparency and generates confidence in the market.

To prevent or mitigate possible negative impacts, we prepare an annual budget that supports the continuity of our operations, considering the execution of drilling campaigns, the expansion of production facilities, the extension of the camp to improve living conditions and the continuity of exploratory activities. Likewise, capital investment (CAPEX) is reviewed annually, and remaining reserves are monitored. This information is reflected in the reserves report.

Short-term financial management is based on variables such as pricing, balances, and billing, and is reflected quarterly in cash statements. In parallel, our commercial planning and logistics areas work on the evaluation of new markets and on the improvement of our crude oil river transport capacity, including the increase of barges and unloading alternatives.

Based on criteria such as financial impact, quality, health, safety, and environmental (QHSE) requirements, as well as market supply availability, we classify our procurements into four categories: strategic, leveraged, bottleneck, and routine. The strategic and bottleneck categories have been identified as critical due to their importance for business continuity.

We also maintain our contingency plans to deal with critical events, such as fires, oil spills, social conflicts, psychosocial threats or missing persons, among others. In addition, we apply sensitivity analysis for price control and permanently monitor the market variations contemplated in our budgets. We also have a comprehensive insurance policy (Energy Package) that covers all our assets, as well as specific coverage to protect personnel against possible contingencies.





4.2.1. ECONOMIC PERFORMANCE

(GRI 201-1) (GRI 11.14.2, 11.21.2)

During 2024, we faced a challenging operating environment due to adverse weather conditions, particularly the reduction of river levels in the Amazon, which temporarily affected the river transport of crude oil. This was compounded by interruptions in our operations in Block 95 due to social factors related to the community environment.

However, we maintained a solid financial position, with sales revenues reaching approximately USD 315.7 million and EBITDA of USD 177.1 million, reflecting disciplined expense management and adequate prioritization of investments.

In this context, we were able to sustain a positive operating cash flow and comply in a timely manner with our tax obligations, as well as with the contributions from royalties and the social fund, equivalent to 2.5% of the audited production. Royalty payments totaled USD 27.3 million in 2024, reflecting an increase compared to the previous year, explained by the higher volume of audited production recorded during the period.

We obtained improvements in our credit rating from local and international banks, and we increased our working capital lines, strengthening our financial structure and position in the markets. In parallel, we continued to strengthen internal controls through the evaluation, documentation, and verification of their effectiveness, with internal and external audits and a SOX audit at the corporate level, which reinforced our standards of governance and transparency.

As for the economic value distributed, it increased from USD 83.9 million in 2023 to USD 113.2 million in 2024. This increase is explained, among other factors, by higher operating expenses, which amounted to USD 72 million. Within this area, the beginning of the Erosion Control Project stands out, which began with the construction of three breakwaters for the community as part of the operational component, with a total execution of USD 10.1 million in the year. Likewise, investments in the community and salaries and benefits for our employees were increased.

In 2025, we plan to maintain a sustained production pace, accompanied by initiatives aimed at improving cost efficiency, automating financial processes through the implementation of the new SAP S/4HANA ERP system and optimizing working capital. These actions are aligned with our commitment to strengthen long-term financial sustainability.

TABLE 45. CUMULATIVE DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (USD)

	2022	2023	2024
Direct economic value generated	350,100,000	275,500,000	317,100,000
Net Sales Revenue	349,000,000	274,400,000	315,700,000
Financial income	1,100,000	1,100,000	1,400,000
Economic value distributed	75,191,729	83,900,000	113,200,000
Operational costs	48,000,000	48,000,000	72,000,000
Employee salaries and benefits	7,500,000	3,800,000	4,700,000
Payment to capital providers	2,800,000	5,500,000	3,200,000
Payments to governments	14,519,729	21,300,000	27,300,000
Community Investments	2,372,000	5,300,000	6,000,000
Retained Economic Value	274,908,271	191,600,000	203,900,000

Note: The information corresponds only to PetroTal Peru and is reported in accordance with the GRI requirements for this content.





#### 4.2.2. RISK MANAGEMENT

Our operation in the hydrocarbons sector, highly exposed to public scrutiny, requires a communication strategy with stakeholders based on transparency, assertiveness and institutional coherence. For this reason, we deploy a wide variety of communication channels and tools aimed at ensuring a constant, timely and reliable flow of information.

During our participatory evaluation processes, we identified several challenges related to the relationship with stakeholders, such as the loss of trust due to lack of timely information on operational activities, the possibility of social conflicts derived from unmet expectations or poor communication, and a weak public perception of the positive impacts of the project. Specific concerns were also identified, such as canal erosion affecting riverside populations and the need to strengthen the exercise of the right to citizen participation.

In the face of these risks, we have an integrated policy of Safety, Health, Environment and Social Responsibility, which supports our commitment to participation and respect for the rights of communities and other actors. This policy is implemented through various mechanisms, which are adapted according to the interest group.

The social management, environment and communications teams constantly monitor requests for information, complaints, grievances and citizen proposals, as well as community involvement in environmental management. This comprehensive relationship system allows us to stay connected to the expectations of our stakeholders and respond in a timely and effective manner.

We have a Risk Management Policy integrated into our Management System (SIG), which applies to all our operations. This policy, aligned with the Sustainability Policy, establishes guidelines, and is based on principles such as leadership from top management, resource allocation, the definition of criteria for risk treatment, the implementation of mitigation measures, and communication with stakeholders.

**In 2024, we conducted a new identification of Strategic Risks at the Lot 95 level, marking one of the most important milestones in obtaining an updated list of the risks of greatest concern for our operations.**

Based on this assessment, 12 risks were prioritized, which generate greater monitoring and integration for the company.

(SASB EM-EP-210b.2)

During 2024, four social events were recorded that resulted in temporary interruptions to our operations and to the logistics of river transport of hydrocarbons. These situations included blockades, unauthorized entry into facilities and retention of vessels. **In the face of these events, we immediately activated our contingency plans, prioritizing the safety of personnel, the protection of assets and the progressive restoration of operations. The technical, logistical and social response of our teams enabled us to mitigate the impacts, preserve business continuity and strengthen our capacity to adapt to adverse contexts.**

#### OPERATIONAL DISRUPTIONS IN 2024

##### JANUARY (5 DAYS):

- River blockade by the Manco Cápac CN.

##### MARCH (UP TO 9 DAYS):

- Total paralysis and retention of vessels in Bretaña, Manco Cápac CN and Jorge Chávez CN.

##### APRIL-MAY (10 DAYS):

- Entry to facilities and blockade of the river by communities affiliated with AIDECOBAP.

##### DECEMBER (1 DAY):

- Brief interruption due to protest by the Puínahua Defense Front, resolved through dialogue..





4.2.3. SUPPLY CHAIN

Our supply chain is designed to support hydrocarbon exploration and production operations, primarily in Block 95. Responsible supply chain management is essential to prevent impacts and promote sustainable practices. For this reason,

we manage risks, impacts and opportunities through a comprehensive strategy based on our corporate policies, procurement governance, operational plans and control mechanisms.

(GRI 2-6)

The work with our suppliers and specialized contractors covers multiple key areas, including services related to the operation, projects, logistics, transportation of hydrocarbons, health and safety, financial and insurance, complying with the company's standards.

We implement various strategies to ensure business continuity. We highlight supplier diversification, which reduces dependence on a single actor and mitigates disruption risks; rigorous evaluations to select contractors who meet our quality, safety, and sustainability standards; continuous performance monitoring to identify risks and opportunities for improvement; and the implementation of contingency plans that guarantee operational continuity in the face of possible disruptive events.

TABLE 47. SOURCE OF SUPPLIERS

CATEGORY	2022	2023	2024
Total suppliers	487	725	979
Local suppliers	21	27	29
National suppliers	430	643	869
International suppliers	36	55	81





# 5.

## Appendices



## 5.1. GLOSSARY AND ABBREVIATIONS

• <b>AAA:</b>	Water Administrative Authority	• <b>GHG:</b>	Greenhouse Gas Emissions	• <b>PROCODES:</b>	Conservation and Sustainable Development Program
• <b>AFE:</b>	Authorization for Expenditure	• <b>GRI:</b>	Global Reporting Initiative	• <b>PROMAPES:</b>	Sustainable Fisheries Management Program
• <b>AIDECOBAP:</b>	Indigenous Association for the Development and Conservation of Bajo Puinahua	• <b>HAZID:</b>	Hazard Identification	• <b>PROMOSAC:</b>	Citizen Socio-environmental Monitoring Program
• <b>AIM:</b>	Alternative Investment Market	• <b>HAZOP:</b>	Hazard and Operability Study	• <b>PRSU:</b>	Performance Restricted Share Units
• <b>ALOXI:</b>	Alliance for Works for Taxes	• <b>IIAP:</b>	Research Institute of the Peruvian Amazon	• <b>QHS:</b>	Quality, Health and Safety
• <b>AMCHAM:</b>	American Chamber of Commerce	• <b>IMS:</b>	Integrated Management System	• <b>QHSE:</b>	Quality, Health and Safety and Environment
• <b>ANA:</b>	National Water Authority	• <b>IMS:</b>	Integrated Management System	• <b>RAMSAR:</b>	Ramsar Convention on Wetlands of International Importance
• <b>ANP:</b>	Protected Natural Area	• <b>INRENA:</b>	National Institute of Natural Resources (predecessor to SERNANP)	• <b>REDD / REDD+:</b>	Reducing Emissions from Deforestation and Forest Degradation / plus conservation and carbon stock enhancement
• <b>AOHSSA:</b>	Annual Program of Occupational Health and Safety Activities	• <b>IPERC:</b>	Hazard Identification, Risk Assessment and Control	• <b>RNPS:</b>	Pacaya Samiria National Reserve
• <b>API:</b>	American Petroleum Institute	• <b>ISO:</b>	International Organization for Standardization	• <b>SAP:</b>	Systems, Applications and Products in Data Processing
• <b>ATENTO:</b>	Card for reporting unsafe acts/conditions or positive observations	• <b>IT:</b>	Information Technology	• <b>SASB:</b>	Sustainability Accounting Standards Board
• <b>BMI:</b>	Body Mass Index	• <b>IUCN:</b>	International Union for Conservation of Nature	• <b>SATI:</b>	Integrated Technical Assistance Service
• <b>BMP:</b>	Biodiversity Monitoring Program	• <b>JAP:</b>	Autonomous Board of Puinahua	• <b>SEIA:</b>	National Environmental Impact Assessment System
• <b>Bpd:</b>	Barrels of oil per day	• <b>KPI:</b>	Key Performance Indicator	• <b>SENACE:</b>	National Environmental Certification Service for Sustainable Investments
• <b>CAPEX:</b>	Capital Expenditure	• <b>LBS:</b>	Social Baseline	• <b>SERNANP:</b>	National Service of Natural Protected Areas
• <b>CCPS:</b>	Center for Chemical Process Safety	• <b>LEED:</b>	Leadership in Energy and Environmental Design	• <b>SIGERSOL:</b>	Solid Waste Management System (of MINAM)
• <b>CEO:</b>	Chief Executive Officer	• <b>MEIA:</b>	Modification of Environmental Impact Assessment	• <b>SIL:</b>	Safety Integrity Level
• <b>CFI:</b>	International Finance Corporation	• <b>MINAM:</b>	Ministry of Environment of Peru	• <b>SNI:</b>	National Society of Industries
• <b>CO<sub>2</sub>:</b>	Carbon Dioxide	• <b>MMbbls:</b>	Million barrels	• <b>SNMPE:</b>	National Society of Mining, Oil and Energy
• <b>DGAAH:</b>	General Directorate of Environmental Affairs for Hydrocarbons	• <b>MoC:</b>	Management of Change	• <b>SPH:</b>	Peruvian Hydrocarbons Society
• <b>DIGESA:</b>	General Directorate of Environmental Health and Food Safety	• <b>MRR:</b>	Risk Reduction Measures	• <b>TRIR:</b>	Total Recordable Incident Rate
• <b>ECP:</b>	Environmental Compensation Plan	• <b>NSAI:</b>	Netherland, Sewell & Associates, Inc.	• <b>USAID:</b>	United States Agency for International Development
• <b>EFRAG:</b>	European Financial Reporting Advisory Group	• <b>ODS:</b>	Sustainable Development Goals	• <b>VPSHR:</b>	Voluntary Principles on Security and Human Rights
• <b>EIA:</b>	Environmental Impact Assessment	• <b>OEFA:</b>	Environmental Evaluation and Enforcement Agency	• <b>WHAT IF:</b>	Structured Technique for Operational Risk Analysis
• <b>EITI:</b>	Extractive Industries Transparency Initiative	• <b>OHS:</b>	Occupational Health and Safety	• <b>WWTP:</b>	Wastewater Treatment Plant
• <b>EMI:</b>	Environmental Management Instrument	• <b>OIPYC:</b>	Office of Information and Citizen Participation		
• <b>EMO:</b>	Occupational Medical Examinations	• <b>OPEX:</b>	Operational Expenditure		
• <b>EMP:</b>	Environmental Management Plan	• <b>OPP:</b>	People's Organization of Puinahua		
• <b>EMS:</b>	Environmental Management Strategy	• <b>OSINERGMIN:</b>	Supervisory Agency for Investment in Energy and Mining		
• <b>ERP:</b>	Enterprise Resource Planning	• <b>PARA:</b>	Right-to-Refuse Task Card (Unsafe Work Stop Policy)		
• <b>ESG:</b>	Environmental, Social and Governance	• <b>PCA:</b>	Environmental Compensation Plan		
• <b>FCV:</b>	Fatality Control Verification	• <b>PHA:</b>	Preliminary Hazard Analysis		
• <b>Fund 2.5%:</b>	Development Fund for the District of Puinahua (equivalent to 2.5% of certified production)	• <b>PNP:</b>	National Police of Peru		
• <b>G&amp;A:</b>	General and Administrative Expenses	• <b>PPG:</b>	Results-Based Budgeting		
		• <b>PRC:</b>	Community Relations Plan		



5.2. GRI TABLE OF CONTENTS

Statement of Use	PetroTal has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1: Fundamentals 2021
Applicable Sectoral GRI Standards	GRI 11: Oil & Gas Sector 2021

GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
General contents								
GRI 2: General contents 2021	2-1	Organizational details	6, 19	-	-	-	-	-
	2-2	Entities included in the organization’s sustainability reporting	19	-	-	-	-	-
	2-3	Reporting period, frequency, and contact point	19	-	c	Unavailable or incomplete information	-	-
	2-4	Restatement of information	In this report, the section previously titled “Air quality” has been revised as “Atmospheric emissions”, as it more accurately reflects our management of pollutants released into the atmosphere.	-	a	Unavailable or incomplete information	-	-
	2-5	External assurance	This report has not been subjected to an external assurance process.	-	-	-	-	-
	2-6	Activities, value chain and other business relationships	8, 72	-	-	-	-	-



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
	2-7	Employees	21	8, 10	b	Not applicable	We do not have employees under work schemes with non-guaranteed hours or hired part-time	-
	2-8	Workers who are not employees	21	8	-	-	-	-
	2-9	Governance structure and composition	10	5 and 16	-	-	-	-
	2-10	Nomination and selection of the highest governance body	10	5 and 16	-	-	-	-
	2-11	Chair of the highest governance body	10	16	-	-	-	-
	2-12	Role of the highest governance body in overseeing the management of impacts	10	16	-	-	-	-
	2-13	Delegation of responsibility for managing impacts	10	-	-	-	-	-
	2-14	Role of the highest governance body in sustainability reporting	19	-	-	-	-	-
	2-15	Conflicts of interest	Our Conflicts of Interest Policy aims to prevent personal interests from interfering with professional responsibilities by promoting ethical and transparent conduct at all levels of the organization. This policy applies both to our internal team and to related third parties, who should be aware of it and reaffirm it on a regular basis.	16	-		-	-
	2-16	Communication of critical concerns	14		-	-		



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
	2-17	Collective knowledge of the highest governance body	-	-	a	Unavailable or incomplete information	We have not yet implemented specific actions to strengthen our Board's collective knowledge on sustainability and governance-related issues.	-
	2-18	Evaluation of the performance of the highest governance body	11	-	-	-	-	-
	2-19	Remuneration policies	11	-	-	-	-	-
	2-20	Process to determine remuneration	29	-	-	-	-	-
	2-21	Annual total compensation ratio	-	-	A, B and C	Confidentiality Restrictions	This information is confidential to the Company, which is why it is not reported in this report.	-
	2-22	Statement on sustainable development strategy	2	-	-	-	-	-
	2-23	Policy commitments	44	16	-	-	-	-
	2-24	Embedding policy commitments	12	-	-	-	-	-
	2-25	Processes to remediate negative impacts	43	-	-		-	-
	2-26	Mechanisms for seeking advice and raising concerns	43	16	-	-	-	-
	2-27	Compliance with laws and regulations	14	-	-	-	-	-
	2-28	Membership associations	15	-	-	-	-	-



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
	2-29	Approach to stakeholder engagement	17	-	-	-	-	-
	2-30	Collective bargaining agreements	We respect and guarantee the right of our employees to free association. However, during the reporting period, we did not have any collective bargaining agreements in force.	8	-	-	-	-
Material Topics								
GRI 3: Material Topics 2021	3-1	Process to determine material topics	16	-	-	-	-	-
	3-2	List of material topics	16	-	-	-	-	-
	3-3	Management of material topics	21, 29, 37, 40, 43, 44, 51, 62, 68, 69	-	-	-	-	-
Climate action and emissions								
GRI 3: Material Topics 2021	3-3	Management of material topics	62	-	-	-	-	11.1.1 11.2.1 11.3.1
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	62	-	-	a	-	11.2.2
GRI 302: Energy 2016	302-1	Energy consumption within the organization	66	7, 8, 12 and 13				11.1.2
	302-2	Energy consumption outside of the organization	66	7, 8, 12 and 13				11.1.3
	302-3	Energy intensity	66	7, 8, 12 and 13				11.1.4
	302-4	Reduction of energy consumption	66	7, 8, 12 and 13				-
	302-5	Reductions in energy requirements of products and services	-	7, 8, 12 and 13	A, B and C	Not applicable	We do not market products or services designed to reduce energy consumption at the stage of use by third parties. As a company in the hydrocarbons sector, our activity is focused on production and not on the development of final consumer products.	-



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	63	3, 12, 13, 14 and 15	-	-	-	11.1.5
	305-2	Energy indirect (Scope 2) GHG emissions	63	3, 12, 13, 14 and 15	-	-	-	11.1.6
	305-3	Other indirect (Scope 3) GHG emissions	63	3, 12, 13, 14 and 15	-	-	-	11.1.7
	305-4	GHG emissions intensity	63	13, 14 and 15	-	-	-	11.1.8
	305-5	Reduction of GHG emissions	63	13, 14 and 15	-	-	-	11.2.3
	305-6	Emissions of ozone-depleting substances (ODS)	We do not produce, import or export ozone-depleting substances.	3 and 12	-	-	-	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	65	3, 12, 14 and 15	-	-	-	11.3.2
Biodiversity and natural resources								
GRI 3: Material Topics 2021	3-3	Management of material topics	51	-	-	-	-	11.4.1 11.5.1 11.6.1
GRI 304: Biodiversity 2016	304-1	Owned, leased or managed operational sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	54	6, 14 and 15	-	-	-	11.4.2
	304-2	Significant impacts of activities, products and services on biodiversity	51	6, 14 and 15	-	-	-	11.4.3
	304-3	Protected or restored habitats	56	6, 14 and 15	-	-	-	11.4.4
	304-4	Species on the IUCN Red List and National Conservation Lists whose habitats are in areas affected by operations	54	6, 14 and 15	-	-	-	11.4.5



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
GRI 303: Water and Effluents 2018	303-1	Interaction with water as a shared resource	57	6, 12, 14 and 15	-	-	-	11.6.2
	303-2	Management of water discharge-related impacts	57	6, 12, 14 and 15	-	-	-	11.6.3
	303-3	Water withdrawal	58	6, 12, 14 and 15	-	-	-	11.6.4
	303-4	Water discharge	58	6, 12, 14 and 15	-	-	-	11.6.5
	303-5	Water consumption	58	6, 12, 14 and 15	-	-	-	11.6.6
GRI 306: Effluents and Waste 2016	306-3	Significant spills	59	11 and 14	-	-	-	11.8.2
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	60	3, 6, 12, 14 and 15	-	-	-	11.5.2
	306-2	Management of significant waste-related impacts	60	3, 6, 12, 14 and 15	-	-	-	11.5.3
	306-3	Waste generated	60	3, 6, 12, 14 and 15	-	-	-	11.5.4
	306-4	Waste diverted from disposal	60	3, 6, 12, 14 and 15	-	-	-	11.5.5
	306-5	Waste directed to disposal	60	3, 6, 12, 14 and 15	-	-	-	11.5.6
Engagement with local communities and indigenous peoples								
GRI 3: Material Topics 2021	3-3	Management of material topics	37	1, 2, 3, 5, 6, 8, 9, 10, 11 and 16	-	-	-	11.14.1 11.15.1 11.16.1 11.17.1
GRI 202: Market presence 2016	202-2	Proportion of senior management hired from the local community	For the reporting period, we did not have senior executives hired directly from the local community.		1, 2, 3, 5, 6, 8, 9, 10, 11 and 16	-	-	-
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	39	5, 9 and 11	-	-	-	11.14.4
	203-2	Significant indirect economic impacts	40	1, 3 and 8	-	-	-	11.14.5



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	40	-	-	-	-	11.15.2
	413-2	Operations with significant actual and potential negative impacts on local communities	40	1 and 2	-	-	-	11.15.3
GRI 11: Oil & Gas Sectors 2021	11.15	Report the number and types of grievances from local communities identified, including: <ul style="list-style-type: none"><li>• percentage of the grievances that were addressed and resolved;</li><li>• percentage of grievances that were resolved through remediation.</li></ul>	43		-	-	-	11.15.4
	11.16	List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.	38		-	-	-	11.16.2
	11.17	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	38		-	-	-	11.17.3
	11.17	Report if the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case: <ul style="list-style-type: none"><li>• Whether the process has been mutually accepted by the organization and the affected indigenous peoples;</li><li>• Whether an agreement has been reached, and if so, if the agreement is publicly available.</li></ul>	During the reporting period, no FPIC processes have been developed.		-	-	-	11.17.4



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
Business continuity								
GRI 3: Material Topics 2021	3-3	Management of material topics	69	-	-	-	-	11.7.1 11.10.1 11.12.1 11.14.1 11.21.1
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	70	-	-	-	-	11.14.2 11.21.2
	201-4	Financial assistance received from the government	During the reporting period, we received no financial assistance of any kind from the Government, including subsidies, tax incentives, credit benefits, grants, or other financial support. Likewise, no government entity is part of our shareholding structure.	-	c	-	-	11.21.3
GRI 204: Sourcing Practices 2016	204-1	Proportion of spending on local suppliers	42	-	a	-	-	11.14.6
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	48	-	-	-	-	-
GRI 414: Supplier Social Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	48	-	-	-	-	-
	414-1	New suppliers that were screened using social criteria	48	5, 8 and 16	-	-	-	11.10.8 11.12.3
	414-2	Negative social impacts in the supply chain and actions taken	48	5, 8 and 16	-	-	-	11.10.9



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
Human rights								
GRI 3: Material Topics 2021	3-3	Management of material topics	44	-	-	-	-	11.11.1 11.12.1 11.13.1 11.17.1 11.18.1
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	During the reporting period, there were no instances of discrimination in our operation.	5 and 8	-	-	-	11.11.7
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the reporting period, we received no complaints or grievances related to possible human rights violations in our operation or supply chain, specifically with regard to freedom of association and collective bargaining.	8	-	-	-	11.13.2
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	During the reporting period, we received no complaints or grievances related to possible human rights violations in our operation or supply chain, specifically in relation to child labor.	5, 8 and 16	-	-	-	-



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		5 and 8	-	-	-	11.12.2
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	49	16	-	-	-	11.18.2
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	During the reporting period, there were no incidents of violations of indigenous peoples' rights in our operation.	2	-	-	-	11.17.2
Ethics and transparency								
GRI 3: Material Topics 2021	3-3	Management of material topics	68	-	-	-	-	11.20.1 11.21.1
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	We assess the risks related to corruption in all our activities. For this reason, we consider that 100% of our operations have been analyzed.	16	-	-	-	11.20.2
	205-2	Communication and training about anti-corruption policies and procedures	68	16	-	-	-	11.20.3
	205-3	Confirmed incidents of corruption and actions taken	68	16	-	-	-	11.20.4



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
Human talent management and occupational health and safety								
GRI 3: Material Topics 2021	3-3	Management of material topics	21	-	-	-	-	11.7.1 11.9.1 11.10.1 11.11.1 11.14.1
GRI 202: Market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	a, b, c and d	Confidentiality Restrictions	This information is confidential to us and is not reported in this report.	-
	202-2	Proportion of senior management hired from the local community	During the reporting period, we did not have any senior executives hired from the local community.	-	-	-	-	11.11.2 11.14.3
GRI 401: Employment 2016	401-1	New Employee hires and employee turnover	23	5, 8 and 10	-	-	-	11.10.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	28	5, 8 and 10	-	-	-	11.10.3
	401-3	Parental leave	28	5, 8 and 10	-	-	-	11.10.4 11.11.3
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	We keep our employees informed about any operational changes that may affect them. We communicate these modifications in a timely and transparent manner, through internal channels such as the "Connected" mailbox.	16	-	-	-	11.7.2. 11.10.5
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	26	4, 5, 8 and 10	-	-	-	11.10.6 11.11.4
	404-2	Programs for upgrading employee skills and transition assistance programs	26	8	-	-	-	11.7.3 11.10.7
	404-3	Percentage of employees receiving regular performance and career development reviews	27	5, 8 and 10	-	-	-	-



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	21	5 and 8	a	Unavailable or incomplete information	A nivel de nuestro Directorio, At the level of our Board of Directors, 37.5% of the members are women. We do not have disaggregated information on membership in minority or vulnerable groups.	11.11.5
	405-2	Ratio of basic salary and remuneration of women to men	-	-	-	Confidentiality Restrictions	information is confidential to us and is not reported in this report.	11.11.6
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	29	8	-	-	-	11.9.2
	403-2	Hazard identification, risk assessment, and incident investigation	31	8	-	-	-	11.9.3
	403-3	Occupational health services	35	8	-	-	-	11.9.4
	403-4	Worker participation, consultation and communication on occupational health and safety	31	8 and 16	-	-	-	11.9.5
	403-5	Workers training on occupational health and safety	32	8	-	-	-	11.9.6
	403-6	Promoting of worker health	35	3	-	-	-	11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31	8	-	-	-	11.9.8
	403-8	Workers covered by an occupational health and safety management system	29	8	--	--	-	11.9.9



GRI Standard	Specific GRI	Content/Theme	Page	SDGs	Omitted requirement	Reason	Explanation	Reference to sectoral GRI
GRI 11: Oil and Gas Sector 2021	403-9	Work-related injuries	33	3, 8 and 16	-	-	-	11.9.10
	403-10	Work-related ill health	33, 34	3, 8 and 16	-	-	-	11.9.11
	11.8	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage)	36	12 and 14	-	-	-	11.8.3



5.3. SASB TABLE OF CONTENTS

Applicable SASB Standards	Oil & Gas – Exploration & Production
---------------------------	--------------------------------------

THEME	CODE	ACCOUNTING PARAMETER	SDGs	PAGE
Greenhouse Gas Emissions	EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	13	63
	EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	13	63
	EM-EP-110a.3	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	7, 9, 12 and 13	62
Air quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx,(3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	3 and 11	65
Water Management	EM-EP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	6 and 12	58
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	6 and 12	58
	EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	6	58
Biodiversity Impacts	EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	6, 14 and 15	58
	EM-EP-160a.1	Description of environmental management policies and practices for active sites	14 and 15	51
	EM-EP-160a.2	(1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume impacting shorelines with ESI rankings 8-10, and (5) volume recovered	14 and 15	59
	EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	14 and 15	55



THEME	CODE	ACCOUNTING PARAMETER	SDGs	PAGE
Security, Human Rights & Rights of Indigenous Peoples	EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	16	According to the definition set by the <i>Uppsala Conflict Data Program</i> (UCDP), we do not operate in conflict zones.
	EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land		We report zero proven and/or probable reserves in titled indigenous territories, in accordance with current Peruvian regulations on indigenous peoples and territories. We recognize that there are ongoing regulatory processes that assess whether the presence of indigenous people in certain areas could imply their official recognition as indigenous territory. We actively monitor this regulatory evolution to ensure compliance with our legal obligations and our commitment to respect the rights of indigenous peoples.
	EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict		48, 49
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests		43
	EM-EP-210b.2	(1) Number and (2) duration of non-technical delays		71
Workforce Health & Safety	EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees		32, 33
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle		29
Reserves Valuation & Capital Expenditures	EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions		We have not carried out a sensitivity analysis of our reserves against future price projection scenarios that incorporate a cost for CO <sub>2</sub> emissions.
	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves		62
	EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales		Currently, we do not have active renewable energy generation. However, we are evaluating the implementation of projects that incorporate renewable sources.
	EM-EP-420a.4	Discussion of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets		During the reporting period, we have not conducted specific analysis on the projection of changes in the price and demand of crude oil linked to the transition to a low-emission economy.



THEME	CODE	ACCOUNTING PARAMETER	SDGs	PAGE
Business Ethics & Transparency	EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index		Peru is not part of the Extractive Industries Transparency Initiative's (EITI) Oil, Gas and Mining Sector Governance Index or the company-level Corruption Perceptions Index (CPI).
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain		68
Management of the Legal & Regulatory Environment	EM-EP-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	13, 14, 15, 16	12
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	3	36

ACTIVITY METRICS	EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas		9
	EM-EP-000.B	Number of offshore sites		We do not have offshore operations. All our production comes from the Breaña Norte - Block 95 project.
	EM-EP-000.C	Number of terrestrial sites		6





[petrotal.pe](http://petrotal.pe)