2020
SUSTAINABILITY REPORT

TECHINT
Engineering & Construction

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REPORT

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CEO'S MESSAGE

Carlos Bacher

CEO

TECHINT ENGINEERING & CONSTRUCTION

Since its emergence in early 2020, the COVID-19 pandemic has had profound repercussions across the globe, and Techint E&C has been no exception. First and foremost, we had to protect our people, who were affected in so many different ways: professional, personal and social. At the same time, falling activity in the sectors where we operate had a major impact on our backlog and on the format we use to structure our projects and services.

We had to adapt to a new scenario and a whole host of new challenges, but we were able to react quickly and effectively, implementing health and safety protocols that allowed us to protect the health of our employees, creating safe work environments to enable us to continue operations.

At the same time, we saw new work modalities emerging, such as people working from home, and worker cell units at our construction sites and projects. These developments called for changes in our structural organization and greater flexibility, putting our capacity for innovation to the test, both on a personal level and for our work teams.

Despite these circumstances, we continue to work with the same commitment as always in the search

for operational excellence, transforming health protocols into routines. We have also improved indicators such as accident frequency, which fell by 20% compared to 2019, continuing the downwards trend of recent years.

We cannot fail to mention the preventive management efforts made by those who remained on site, dealing with all the usual challenges involved in the projects, in the highly stressful context of the pandemic.

At the same time, we redoubled the support provided to our communities during the pandemic through a USD 16.2 million fund created by the Techint Group, principally designed to help strengthen health infrastructure in the different countries where we operate.

This Sustainability Report is a detailed review of the actions we carry out regularly to manage our projects, striving to continuously achieve the highest standards of sustainability and quality. It also pays tribute to the range of extraordinary measures we took with the emergence of COVID-19, which allowed us to continue our activities, and protect our people.

Some of our achievements in 2020 include the certification of the

ISO 50001:2018 standard for the rational use of energy, which we are progressively implementing throughout our projects and offices, with the aim of promoting and enhancing a culture of responsible energy consumption.

We have also been working hard to redefine guidelines, roles and actions for road safety across the company, taking the opportunity to reinforce training and controls.

One year on from the start of the pandemic, with the early adoption of solid preventive measures, we are seeing markets gradually opening up, commensurate with the advancement of vaccination plans in different countries, although progress is uneven. As infection rates start to slow down, we can envisage safe working environments and look towards a brighter horizon for growth in the different market segments where we operate.

This motivates us as a company, but also encourages us to be more alert than ever, ensuring the rigorous management of operations so we can continue working with our customers and suppliers, and emerge stronger and more resilient from an unprecedented situation.

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PROFILE OF THE ORGANIZATION

Techint Engineering & Construction is part of the Techint Group and has over 75 years of experience in the engineering and construction market.

Techint E&C has completed more than 3,300 projects throughout its history, an accumulation of expertise and know-how which allows it to provide added value to its customers and partners. Identifying and enhancing its competitive advantages, the company builds its differential thanks to its people, processes and systems.

As part of its core performance, the company recognizes its responsibilities towards protecting the environment and championing sustainable development.

Its pledge to its employees, customers, contractors and the community is to minimize the environmental and social impact of its operations. This commitment is reflected in its Mission, Vision and Values, and is materialized in its Management and Energy Policies.

Mission

To provide its shareholders and customers with value by providing Engineering, Supplies, Construction, Operation and Management services for infrastructure projects, as well as industrial and energy services.

The company shares the conviction that training its human resources is essential to build knowledge on an ongoing basis.

It is committed to the safety of its employees and to development in the countries where it operates, seeking the well-being of its communities and caring for the environment.

Vision

To be the leading Engineering and Construction company in terms of working methods, technological heritage and human resources.

Values

- Commitment to people's safety, environmental care and community development.
- Local roots and respect for cultural diversity as part of a global business vision.
- Development of human resources and knowledge creation.
- Transparency and professional management.
- Emphasis on processes and predictability.

Segments, products and services

Over the course of 75 years, Techint E&C has diversified and expanded its expertise, developing skills and specialization in the following areas:

- Feasibility studies.
- Process studies and technology selection.
- Basic and detailed engineering design.
- Supplies.
- Project management.
- Construction and assembly.
- Plant pre-commissioning, commissioning and start-up.
- Operations and maintenance.

The company pursues continuous improvement, adding value to its projects as part of a global business vision with a local perspective. Its professionals are committed to developing competitive, efficient and sustainable solutions, complying with the highest quality and safety standards, caring for the environment and promoting the well-being of the communities where they work.

Management policy

At Techint Engineering & Construction, we seek the continuous improvement and sustainability of our processes in order to satisfy and exceed the expectations of our customers, employees, shareholders and suppliers, as well as the communities where we carry out our work.

Turning our Management Policy into a reality:

- Our actions are guided by the principles of ethics and transparency.

- We work to prevent and avoid diversions, incidents and accidents that could endanger the health and safety of people and the environment.

- Our Integrated Management System allows us to provide top quality services, respected and followed by all members of the organization.

- We build long-term relationships with our customers, partners and suppliers, rooted in trust, mutual respect and the certainty that we always meet our commitments.

- We plan and develop our working processes by assigning the right resources, setting clear objectives to be met as part of a continuous cycle of control and improvement.

- We manage knowledge, apply technology and encourage innovation at all levels to improve efficiency and provide greater added value.

- Our people receive all-around ongoing training, with the opportunity to challenge themselves and achieve extraordinary results, honing their skills and developing their careers to become industry representatives.

- We approach the issue of social responsibility as intrinsic to our activity, promoting sustainability, respect for diversity and the wellbeing of the communities where we operate.

- We comply with all applicable legal norms regulating our activity and the environment in which we work.

Our management policy faithfully reflects our vocation for excellence and leadership as we seek to make our Company the best place for our employees to work and to develop their future.

March 2019

Carlos Bacher
CEO
Techint Engineering & Construction

FR-MA-MNG-001-02 R02

Market segments

Oil & Gas

Pipelines to transport oil & gas and derivatives, oil & gas treatment plants, sea terminals and offshore works, facilities for transport systems, compressor and pumping stations, storage tanks and LNG plants.
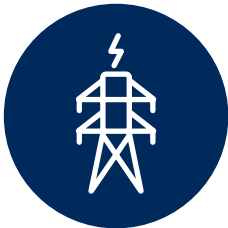
Energy

Single and combined cycle electricity power plants, hydroelectric power plants, nuclear facilities, renewable energy, power lines and electrical substations.

Industrial plants

Design and construction of facilities, industrial cleaning services, materials handling facilities, aluminum, paper and cellulose plants, facilities to produce cement, building materials and domestic appliances.

Civil infrastructure works

Large-scale buildings: hospitals, bridges, roads, highways, railways, and underground railways.

Downstream and petrochemical plants

At oil refineries: various processing, treatment and production units and facilities, including hydro-treatment and hydro-desulfurization units for naphtha and diesel products.

At petrochemical plants: chemical, facilities for methanol, fertilizers, agrochemicals and herbicides, polyethylene and polypropylene to produce hydrogen.

Mining

Civil works, roads, access routes, ports, aqueducts and ore ducts, ore processing plants, industrial and service facilities and buildings. Industrial facilities.

Global presence

Houston
United States

Monterrey
Mexico

Mexico City
Mexico

Quito
Ecuador

Lima
Peru

Bogota
Colombia

Rio de Janeiro
Brazil

São Paulo
Brazil

Santiago
Chile

Neuquén
Argentina

Montevideo
Uruguay

Buenos Aires
Argentina

Milan
Italy

Madrid
Spain

Seville
Spain

Cairo
Egypt

Mumbai
India

References

Engineering centers

Regional offices

Sales and operations centers

Techint E&C facts and figures

+75
Years of experience.

+200
Transmission lines and substations.

+550
Pipelines installed and 10 mountain range crossings.

+600
Works in the downstream and petrochemicals sector.

+900
Projects in oil & gas.

+3,300
Projects completed around the world.
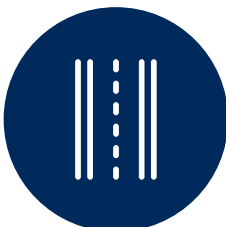
+7,000
Km of routes and highways.

14,505
Employees.

+20,000
Km in electrical power lines.

+600,000
Tons of steel structures assembled.

+900,000
Tons of equipment installed.

1.7
Million labor hours of engineering per year.

Awards, recognitions and certifications

2020

ISO 50001:2018 CERTIFICATION OF ENERGY MANAGEMENT SYSTEM

2019

SAFE SUPPLIER PROGRAM.
Sidernet. Ternium, San Nicolás, Argentina.

XXIX NATIONAL QUALITY AWARD, BEST CONSTRUCTION COMPANY CATEGORY.
Techint E&C. Economy Ministry, Mexico.

DIAMOND PRIZE FOR EXCELLENCE IN QUALITY.
Techint E&C. Switzerland.

AWARDS & MENTIONS. BEST PERFORMANCE IN ENVIRONMENTAL MANAGEMENT.
Quellaveco Project, Peru.

AWARDS & MENTIONS. BEST PERFORMANCE IN QUALITY.
Quellaveco Project, Peru.

50 MILLION LH WITH NO LTA.
South Helwan Project, Egypt.

RECYCLING AWARD.
Techint E&C. Claro company. Peru.

RECOGNITION OF ALTRUISTIC WORK IN FAVOR OF THE IPN.
Techint E&C. National Polytechnic Institute of Mexico, Mexico.

2018

★★★★★
HONOR AWARD FOR OCCUPATIONAL HEALTH AND SAFETY.
Techint E&C. Chilean Chamber of Construction.

DIPLOMA FOR EXCELLENCE AND COMMITMENT TO SAFETY.
Los Bronces Mining Project - Anglo American, Chile.

QUALITY PRIZE
European Society for Quality Research.

RECOGNITION OF SAFETY, HEALTH AND ENVIRONMENTAL MANAGEMENT.
Shell CSM Stoplight Band of GREEN.

CERTIFICATION OF THE AMERICAN SOCIETY OF MECHANICAL ENGINEERS (ASME).

ISO 45001 CERTIFICATION

ISO 9001 RECERTIFICATION

ISO 14001 RECERTIFICATION

RIMAC 2018 ANNUAL AWARD OF EXCELLENCE IN RISK PREVENTION.
Peru.

RECOGNITION TO TECHINT E&C FOR ITS MANAGEMENT IN OPTIMIZATION OF ASPECTS RELATED TO HYGIENE AND SAFETY.
Argentina. 3M.

2017

CAREER AND TEAMWORK AWARD.
Attention and Maintenance of the Pipeline Transportation System Consortium (AMDP), Peru. 3M.

2 MILLION HH WITH NO LTA.
Al Shabad Power Phase II Project, Egypt. PGESCo.

AWARD FOR EXCELLENT PLANNING AND OUTSTANDING SAFETY PERFORMANCE.
Los Bronces Mining Project, Chile. Anglo American.

CERTIFICATE OF RECOGNITION FOR RESULTS ACHIEVED IN HEALTH AND SAFETY.
Ferro Carajás S11D Brazil. Vale.

3M AWARD FOR SYSO.
In the "Environmental Protection" Category. Punta Negra Hydroelectric Dam Argentina. 3M.

2016

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

GOLD MEDAL FOR OUTSTANDING PERFORMANCE FOR QUALITY AND SERVICES.
Worldwide Marketing Organization. Techint E&C. Peru.

2015

4.3 MILLION HH WITH NO LTA.
Haradh Project, Saudi Arabia. Saudi Aramco.

PREVENTION OF LABOR RISKS.
Techint E&C, Peru. RIMAC.

SAN FRANCISCO DISTINCTION.
Punta Negra Hydroelectric Dam Argentine Secretariat of Environment and Sustainable Development of San Juan.

2014

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

ENVIRONMENTAL PERFORMANCE AWARD.
Techint E&C. IPLOCA.

2013

AWARD OF MERIT IN HSE.
Sierra Gorda Project, Chile. Sierra Gorda.

5 MILLION LH WITH NO LTA.
Camisea Project, Peru. Compañía Operadora de Gas del Amazonas (COGA).

RECOGNITION IN PREVENTION.
Tuxpan Compression Station, Mexico. TransCanada.

REFERENCES:

LH
Labor Hours.

LTA
Lost Time Accidents

ISO
International Organization for Standardization.

OHSAS
Occupational Health and Safety Assessment Series / Occupational Health and Safety Management Systems.

VCA Checklist
Veiligheid, Gezondheid en Milieu Checklist Aannemers (Safety, Health and Environment Checklist Contractors).

2012

RECOGNITION FOR PREVENTION WORK.
Techint E&C. Dupont.

RECOGNITION AS BEST CONTRACTOR OF THE YEAR.
Toromocho Project, Peru. Jacobs.

2011

ONE YEAR WITHOUT LTA.
Faena Project - Minera Escondida, Chile. Mutual de Seguridad CChC.

BEST LATIN AMERICAN ENERGY DEAL.
Norte II Project, Mexico. Project Finance magazine.

PREVENTION OF LABOR RISKS.
Techint E&C, Peru. RIMAC.

2010

10 MILLION HH WITH NO LTA.
Damietta Project, Egypt. Metanex.

2 MILLION LH WITH NO LTA.
LNG project Rotterdam, The Netherlands. Gate.

RECOGNITION FOR MEETING PREVENTION OBJECTIVES.
LNG Project, Peru. COLP.

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

2009

GUINNESS AWARD.
Peru LNG is the "highest gas pipeline in the world" where pipeline construction reaches a height of 4,900.52 masl.

PREVENTION OF LABOR RISKS.
Techint E&C, Peru. RIMAC.

VCA SCC CERTIFICATION, VERSION 2008/5.1

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

2008

RECOGNITION OF SAFETY MANAGEMENT.
Campana Refinery Project, Argentina. Esso / Exxon.

RECOGNITION OF SAFETY AND ENVIRONMENTAL MANAGEMENT.
Techint E&C, Brazil. Petrobras.

RECOGNITION OF SAFETY TECHINT.
Pipeline Contractors Association of Canada.

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

2007

20 MILLION LH WITH NO LTA.
Bonny Island Project, Nigeria. LNG TSKJ.

9 MILLION LH WITH NO LTA.
Samarco Pipeline, Brazil. Samarco.

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

2006

1 MILLION LH WITH NO LTA.
Tamazunchale Project, Mexico. TransCanada.

RECOGNITION IN PREVENTION.
Construction of Maritime Units, Brazil. Petrobras.

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

2005

OHSAS 18001 CERTIFICATION

RECOGNITION OF SAFETY MANAGEMENT.
Campana Refinery Project, Argentina. Esso, Exxon.

2 MILLION LH WITH NO LTA.
Sulfides Project, Chile. BHP Billiton.

1 MILLION LH WITH NO LTA.
Nitrogen plant, Mexico. PEMEX.

2004

RECOGNITION OF ENVIRONMENTAL MANAGEMENT.
Camisea Project, Peru. IPLOCA.

ISO 14001 CERTIFICATION

2003

RECOGNITION OF SAFETY MANAGEMENT.
IPLOCA (International Pipe Line & Offshore Contractors Association).

2001

RECOGNITION OF SAFETY MANAGEMENT.
Campana Refinery Project, Argentina. Esso, Exxon.

1999

★★★★
★★★★★
FOR EXCELLENCE IN PREVENTION MANAGEMENT.
Techint E&C. Chilean Chamber of Construction.

1996

ISO 9001 CERTIFICATION

Strategic planning

The company systematically develops and implements good governance practices to ensure the creation of value for all stakeholders, achieving a solid positioning in the engineering and construction market. It is dedicated to developing actions to integrate sustainability into its business strategy, in terms of employee performance and as part of its Integrated Management System.

Aligned with market trends in favor of management practices that contribute to sustainable development, the company incorporates sustainability throughout its operations and decision-making. In addition to reviewing environmental indicators to reduce impacts and enhance the efficient use of resources, it develops social aspects, which are a strategic dimension of its business.

Among the initiatives reflecting Techint E&C's commitment to sustainability is the creation of its Management Committees for the CEO, company Directors and Managers, designed to keep them up-to-date with corporate news and progress at current projects. The committees are of different formats and meet at varying intervals for: Quarterly Management, Operational Management, Commercial Strategy and each Geographical Area, among others.

The company develops and promotes the concepts and activities related to sustainability within the scope of its Sustainability and Energy Performance Committee. Here, information was produced for all employees, communicated internally and externally through channels such as the Intranet, social networks, publicity campaigns and digital corporate ads, among others.

The company's annual action plans seek to integrate the main environmental, social and economic axes from an early stage in the projects. This includes the management of subcontractors and suppliers, with the aim of optimizing all sustainability indicators throughout operations.

Planning during the pandemic

The emergence of COVID-19 has placed humanity before a new and unknown scenario whose sheer scale has forced a huge amount of resources to be focused on a priority issue: human health and emotional wellbeing.

The pandemic has had a profound impact on markets around the world. For engineering and construction in particular, the business has become far more competitive and complex. Techint E&C has had to steer its planning towards new ways of organizing tasks, including strict health protocols. It has also developed a range of tools and technologies aimed at improving the quality of life and making processes more efficient at both offices and projects.

Even in this new scenario, the pillars of action of the company continue to be:

KNOWLEDGE MANAGEMENT: a strategic dimension making the company more efficient and sustainable, meaning more competitive. Lessons learned and good practices are assimilated by applying innovation throughout processes to achieve market differentiation.

EMPLOYEE TRAINING AND DEVELOPMENT: work to develop people's strengths and opportunities for improvement, which also include our subcontractors and suppliers, as they are vital players in the development and delivery of quality services and products.

PREVENTIVE BEHAVIOR: focusing on developing awareness of quality, the environment, safety, participatory health and improving our energy consumption and performance. This is about changing attitudes to work and life in general, achieving improvements which are sustainable over time, yet able to evolve in line with the dynamics of the business. This includes the routines, protocols and preventive measures implemented to combat COVID-19.

Operational excellence: encouraged and achieved by reinforcing prevention, risk management and developing opportunities throughout the company.

Active leadership at the top: the main drivers for carrying out sustainable projects.

Process management

Process management is a participatory model involving the entire company that has the value chain as its main axis. It associates the business model with company strategy through integrated processes.

The company's main processes and how these are related are studied in depth.
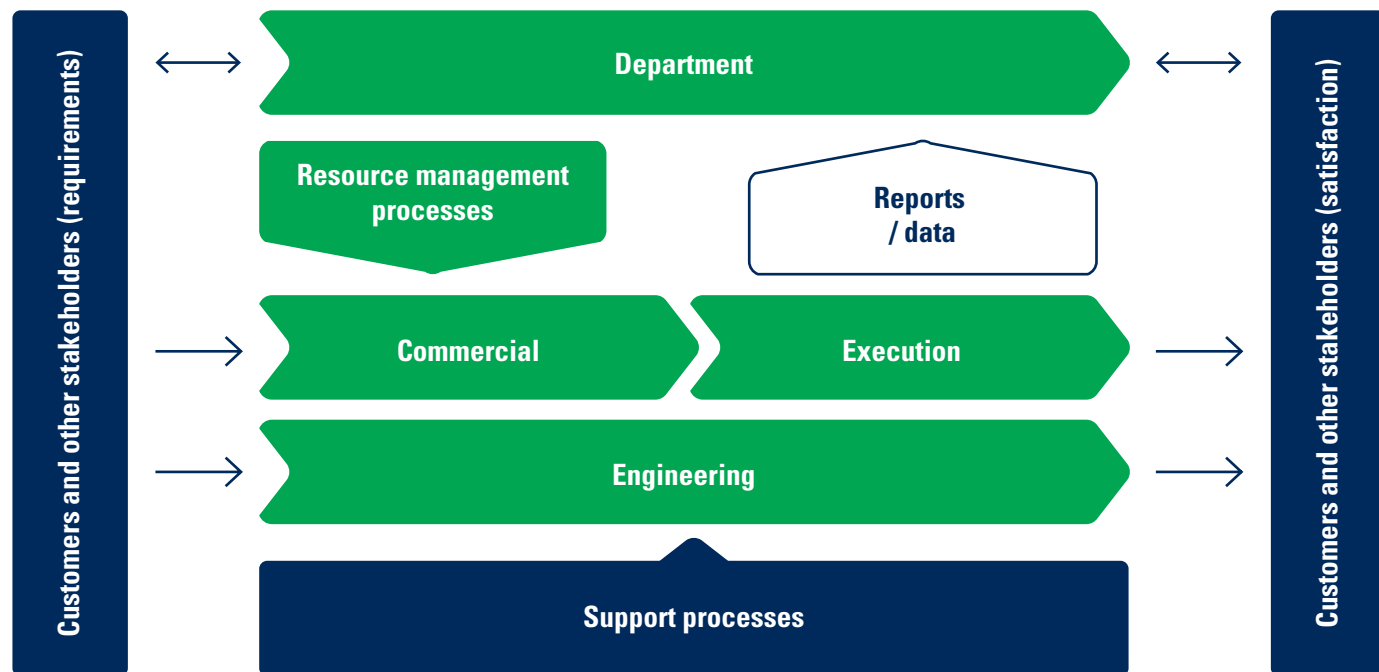
Classification of processes

Techint E&C processes are divided into three main areas:

Production process

Setting strategies, goals, policies and

PROCESSES

Diagram: Customers and other stakeholders (requirements) → Department ← → Customers and other stakeholders (satisfaction). Resource management processes, Reports / data, Commercial → Execution, Engineering, Support processes.

general lines of action and control for all processes and functional areas.

Core / operational processes

These create the product / service delivered to the customer. These begin with commercial processes based on market monitoring and analytics to build an offer that later becomes a contract and is subsequently executed. The procedures run in parallel with engineering, which is an integral part of the process from project conception to completion

Support processes

Support for operational/core processes, allowing the company's operations cycle to function efficiently and effectively. This covers the management of all materials, equipment and services; the management and control of machines and equipment, and employee selection and hiring.

Innovation in times of COVID-19

Techint E&C supports an innovative culture, encouraging the review, renewal, acquisition and dissemination of practices and tools to optimize the business. Its specialized Applied Technology, Innovation and Knowledge Management department was created to disseminate, validate and manage initiatives requiring corporate support as well as those developed by employees with an entrepreneurial and inventive spirit.

In 2020, confronted by the COVID-19 pandemic, the company had to rethink the way it carries out its activities in its offices and projects, which accelerated the process of innovation; in fact, the first innovations concerned health issues.

The urgency brought to the fore specific needs which had to be resolved creatively and efficiently.

Some of the more pressing issues were how to manage social distancing, digitizing health forms for workers deployed to the projects, and providing tools to follow up employees who had had contact with cases of infection at the worksites.

As time went on, the company adopted tools to manage construction processes remotely so that people could work collaboratively at a distance. Such processes were already being developed in various areas of the company, but the advent of the pandemic sped matters up.

Axes of innovation

During 2020, the company's innovation initiatives were organized along six axes:
• Project management, closely related

SOME OF THE INITIATIVES IMPLEMENTED IN 2020

147
Ideas
proposed.

300
Employees
involved.

24
High impact
projects.

to the areas of knowledge set out by the Project Management Institute.
- Design and engineering: software, calculation and design tools, as well as new technologies for field surveys.
- Construction: directly involving construction tasks, new equipment and tools.
- Digitalization of sites, related to the indirect aspects of construction and registration of information.
- Back office processes and others taking place in the offices.
- Development of new products for customers.

High impact projects

Some of the initiatives implemented in 2020 include:
- BIM: a methodology supported by an intelligent 3D model, for integrated management throughout the lifecycle of a project's assets. It integrates the information about the assets defined during engineering, through

manufacture, construction, and assembly to final customer hand-over.
- Drones and georadar to develop pipeline acceptance work and investigate subsoil conditions.
- GNSS to guide earthmoving equipment without surveyors.
- Geolocation and traceability programs for workers.
- Management and budget tools: Candy, Project Board, Digital Pipeline, Macro Effect Module and digital works reports.

IT and Technology System

When the pandemic began, Techint E&C quickly adapted its way of working, and set up a huge home office, which entailed major efforts from the IT team. As the year wore on, technological solutions and tools were developed and implemented, bringing about improvements in remote working

capabilities and creating new spaces for dialogue and training within and between areas.

Some of the key IT projects included:
- 3D models for non-expert users outside the Engineering area.
- Collaboration tools such as Microsoft Teams / Office 365.
- Data & Analytics projects for core and back office areas.
- New solution for commissioning, hand over and quality protocol monitoring.
- New BIM standards for industrial plant projects with continuous work, focused on the Engineering data model.
- New document management solution.
- Back office processes, using RPA solutions.
- Cybersecurity campaigns to raise awareness of safe behavior on the Internet.
- Desktop virtualization projects to expand remote engineering capabilities.

SAFE WORK IN TIMES OF COVID-19
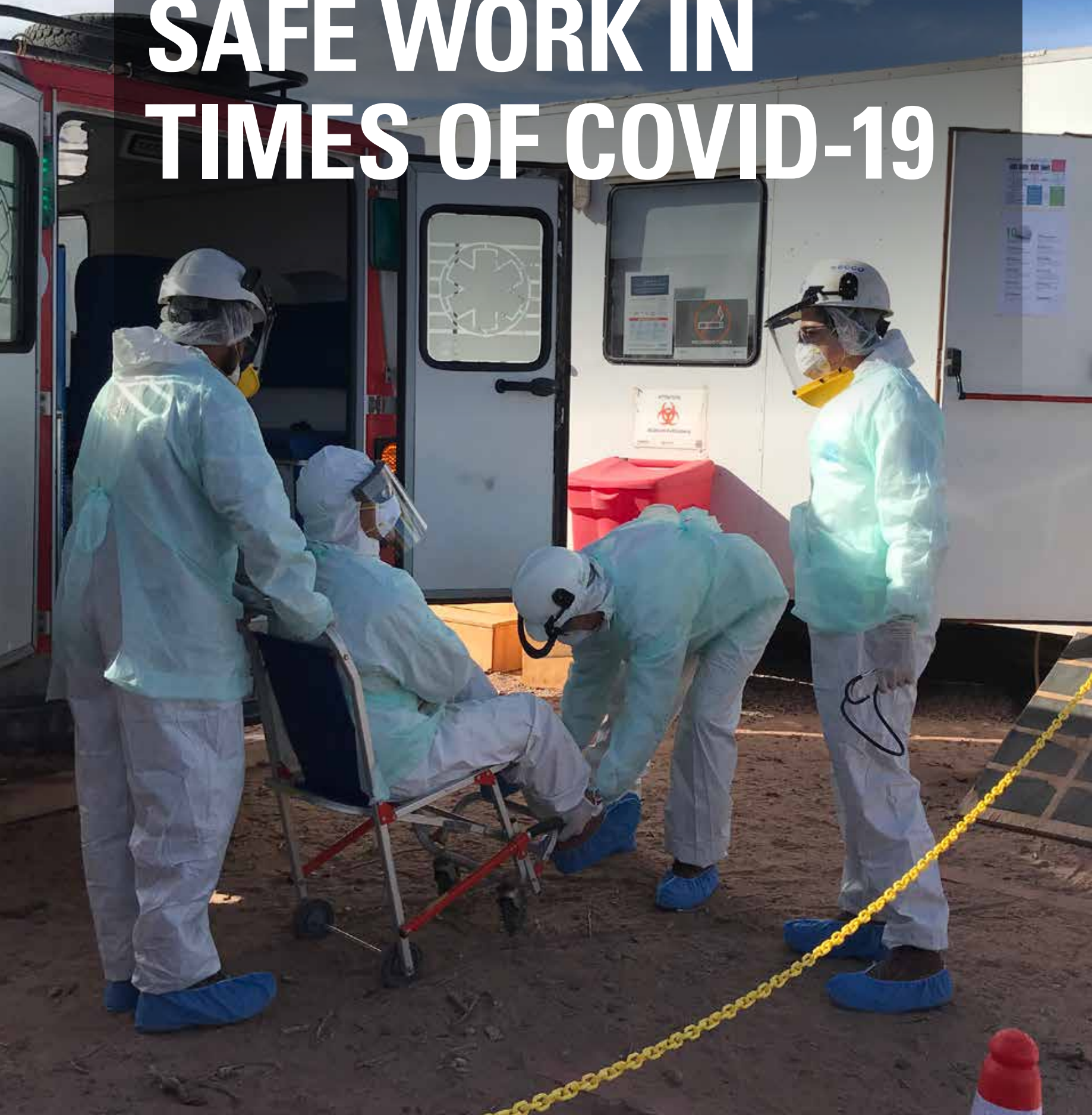
The company is known for its ability to develop highly complex projects, a value that allowed it to tackle one of the greatest challenges in its history: to continue providing works and services in the midst of an unprecedented pandemic.

In order to safeguard the health and safety of its employees, contractors, suppliers and partners, and guarantee the continuity of operations for its customers during the COVID-19 pandemic, Techint E&C rapidly implemented a plan to mitigate the risks of contagion throughout its locations. At the same time, it launched strategic support efforts to accompany the communities near its projects, strengthening healthcare structures in the different countries where it operates.

CARE AND MAINTENANCE OF THE CAMISEA PIPELINE, PERU. CLEANING AND DISINFECTION.

THE POWER OF SOCIAL DISTANCING

We all share the responsibility of looking after one another.

TODAY — 1 PERSON → INFECTED → 5 DAYS — 2.5 PEOPLE INFECTED — 30 DAYS — 406 PEOPLE INFECTED

Work protocols

Principal measures defined by Techint E&C to safeguard the health and safety of its employees, contractors and suppliers:

- Reinforcement of hygiene and disinfection protocols for employees, as well as tools and workspaces.
- Mandatory use of facemasks and a minimum safety distance of two meters. When this is not possible, a protective face shield should be used.
- Temperature and symptom checks when entering and leaving work, both in offices and at the projects.
- Implementation of a protocol for immediate action in case symptoms are detected. Strict monitoring of cases.

- Delivery of health kits including protective and personal hygiene items for all employees, in line with the recommendations of local authorities and health organizations.
- Communication, training and active supervision to ensure compliance with the measures indicated and raise awareness of health care.
- In the case of projects, organization of working groups into independent cells, not linked to others.

In response to COVID-19: supporting our communities

Since the first COVID-19 case arose in the countries where we operate, we have sought to support our neighboring communities by reinforcing their health structures.

The Techint Group invested USD 16.2 million to help over 50 localities in 15 countries, taking a multi-pronged approach involving not only the purchase of over one million items, including respirators, hospital equipment and biosafety kits, but also the deployment of complex logistics tailored to the needs of each locality.

In Argentina, Techint E&C worked with Tenaris and the Austral Hospital to build the COVID-19 Solidarity Hospital facilities to treat patients from Pilar, Campana, Zarate and neighboring towns without the right kind of medical coverage.

COVID-19 response management in numbers

+45,000
COVID-19 detection tests
were carried out on employees when entering the workplace and also when they requested it.

+14,000
Employees and subcontractors
were monitored to verify compliance with COVID-19 measures.

+5,000
Employees and subcontractors
were monitored by QHSE teams in all the countries where the company operates.

+12,000
Hours of training
provided to employees and contractors on preventive measures against COVID-19.

210
Meetings
were held by the Corporate Occupational Health Committee.
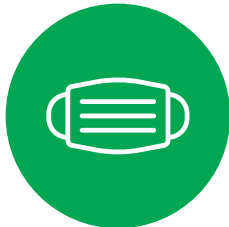
+237,000
Biosafety kits
including alcohol, swabs, gloves, chinstraps, overalls, etc. were donated.

+2,200
Pieces of hospital equipment
such as oxygen masks, beds, refrigerators, resuscitation equipment, etc. were donated.

19
Hospitals strengthened

9
Respirators were donated

SHUSHUFINDI, EQUADOR. DONATIONS TO THE BASIC HOSPITAL OF SHUSHUFINDI.

CMISS PROJECT, BRAZIL. HEALTH CHECKS AT ACCESS TO PROJECT.

MATERIALITY AND STAKEHOLDERS

Techint E&C has been working on an Integrated Management System (SIG) for the last 15 years, updating and aligning it with a range of international standards certifying it.

The year 2020 was a turning point for society and business around the world, and the company and its employees were no exception. Despite the many unforeseen obstacles which arose during the pandemic, declared as such by the World Health Organization in March 2020, work continued on the company's large-scale projects. Employees, suppliers, partners and contractors came together to comply with the strictest health and safety protocols, to ensure work could continue with as few interruptions as possible.

In this context, during 2020, the company recertified for the ISO 9001 (2015), 14001 (2015) and 45001 (2018) standards and obtained the certification of the ISO 50001 (2018) standard for its Energy Management System.

This is the sixth edition of Techint E&C's Sustainability Report, detailing its commitments and actions in environment, social and economic matters from a global perspective. The report takes into account the company's performance in the different countries where it operates, during the period running from January to December 2020.

Each chapter of the Report reflects how the company's values translate into concrete actions and these in turn become performance indicators. At the same time, it presents the diverse and complex context that is such a feature of the business. This edition also includes the action plan deployed to tackle the COVID-19 pandemic and strengthen the healthcare structure of the communities where it is present.

The document has taken into account international standards such as the Global Reporting Initiative (GRI) in order to provide relevant and transparent information to the organization's stakeholders.

The compilation of all the data included this Report, that was coordinated and made up of the Sustainability and Energy Performance Committee, made up of referents from different company areas and processes.

For inquiries or further information about the Techint E&C Sustainability Report and its content, contact: communications@techint.com.

Materiality and stakeholders

Materiality analysis has been used as a method to identify and prioritize the issues of greatest importance to the company, reflecting the most significant economic, environmental and social impacts for Techint E&C, and how these influence stakeholder evaluations and decision-making.

The company's broad and inclusive approach to the materiality process enables the detailed study of the most significant risks and opportunities, and the analysis is continuously updated as scenarios evolve. This makes it possible to establish with a certain level of detail future trends which could impact the company's ability to create value, and also allows it to prioritize the resources for sustainability issues that matter most to its stakeholder groups.

The analysis of the areas of interest for key stakeholders, aligned with the company's Integrated Management System, allows the company to identify those stakeholders in terms of materiality with a view to enabling precise, meaningful reporting.

The stakeholder groups identified have a high impact on the company in terms of sustainability and include the following:

- Customers, who consume the company's products and services.
- Employees making up the organization.
- Members of the communities where the company operates.
- Business partners, with whom the company shares the development of projects.
- Subcontractors and suppliers, vital links in its value chain.
- Shareholders / Board of Directors, who finance and obtain benefits from business results.
- Governments and national authorities of those countries where the company operates.
- Trade unions, who defend the interests of workers before companies and the government.

Materiality Matrix Based on the Impact on Stakeholders and the Business

In order to determine which aspects, have the greatest impact on the business and are the most influential for stakeholders, the following criteria were defined for analysis:

1.

Identification, qualification and quantification of stakeholders impacted by the area being evaluated.

2.

Relevance for stakeholder groups as a whole.

3.

The impact on the business was defined as "low", "medium" and "high".

4.

Impact on Materiality: "Relevance for Stakeholders" x "Business Impact".

MATERIALITY AND STAKEHOLDERS
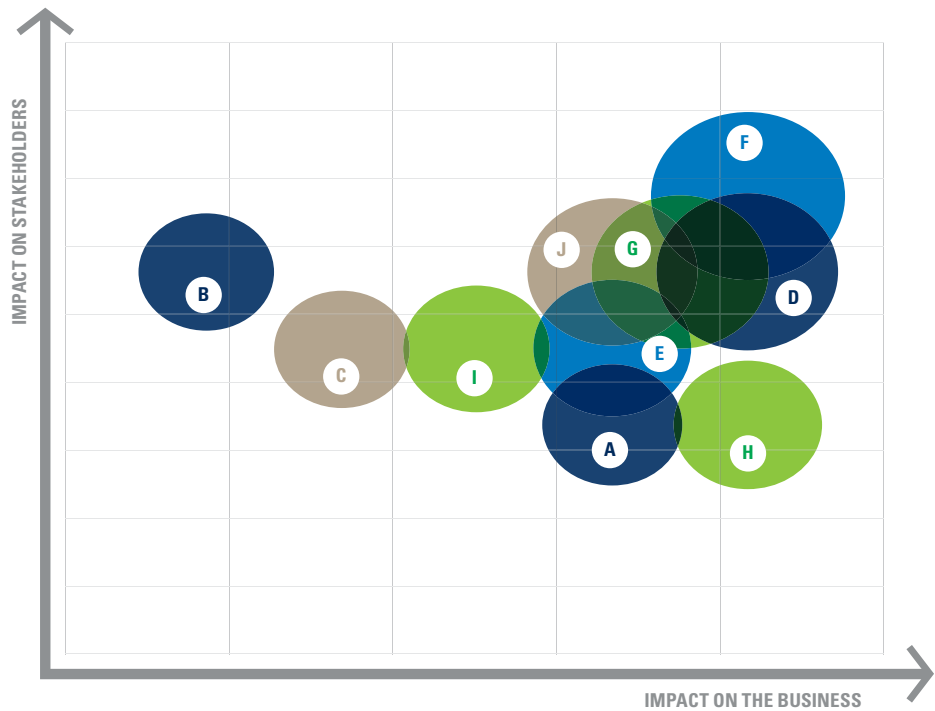
A. Knowledge management, its capture, transfer and application.

B. Sustainable resources management.

C. Community relations.

D. Reliability and quality assurance.

E. Adequate work-life balance.

F. Planning and meeting deadlines.

G. Performance in quality, health, safety and the environment.

H. Supply chain management.

I. Innovation.

J. Acquisition of products and services.

Note 1:

The size of the spheres represents the importance of the area in terms of impact.

QUELLAVECO, PERU. GROUP HUG BEFORE PRAYERS AT THE START OF THE SHIFT. BEFORE COVID-19.

Sustainable Development Goals

Techint E&C is committed to a sustainable business model that promotes economic growth, fosters the development of people and minimizes the environmental impact of its operations. These premises inspire work to achieve a balance between carrying out its activity and the well-being of the communities where it works, and is how Techint responds to the requirements of its stakeholders.

The company carries out its activities in line with the 17 Sustainable Development Goals (SDGs) of the United Nations and their 169 targets. They seek to provide countries, citizens and companies with global guidelines for minimizing social, economic and social problems by 2030. Techint E&C has developed a responsible and sustainable business model to help it do things right the first time round, without deviations, and ensuring the traceability of its actions, through a rational and comprehensive quality process.

In this Report, the company gives examples of the actions taken as they relate to each goal, showing how it contributes both directly and indirectly to achieving the SDGs through its different activities and projects.

Material issues in relation to the SDGs

The following diagram shows the priority material issues for the company, in relation to the Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABLE DEVELOPMENT GOALS
OF DIRECT RELEVANCE FOR TECHINT E&C

3 GOOD HEALTH AND WELL-BEING

Strengthening prevention through campaigns to promote good health. Implementing participatory occupational health management systems.

6 CLEAN WATER AND SANITATION

Building infrastructures for proper water management, contributing to its rational use, improving reuse methods and techniques at projects.

13 CLIMATE ACTION

Promoting a business model and developing activities that are more energy efficient, in favor of a low-carbon economy.

4 QUALITY EDUCATION

Reinforcing training plans to improve employees' technical and professional skills, developing their strengths and working on opportunities for improvement.

8 DECENT WORK AND ECONOMIC GROWTH

Ensuring processes to shore up the response to occupational risks. Promoting economic growth in the communities where the company operates.

15 LIFE ON LAND

Focusing on the care and preservation of biodiversity, including revegetation and compensatory afforestation actions throughout the projects.

5 GENDER EQUALITY

Promoting equal opportunities throughout the industry as a whole, fostering a work environment able to promote diversity in its broadest sense.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Working with a responsible approach to the consumption of resources and waste generation, within the framework of a circular economy.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Implement the regulations and control mechanisms to ensure ethical conduct, transparency and integrity in all operations.

ECONOMIC DEVELOPMENT

The Company generated USD 827 million in revenue during 2020. Among the countries where Techint E&C has operations, Argentina is the one generating the most income (23%), followed by Brazil and Mexico (18%). In terms of markets, over 32% of revenues correspond to the Oil & Gas segment and 31% to Energy.

INCOME PER COUNTRY
DECEMBER 2020

23%
18%
18%
12%
10%
7%
6%
6%
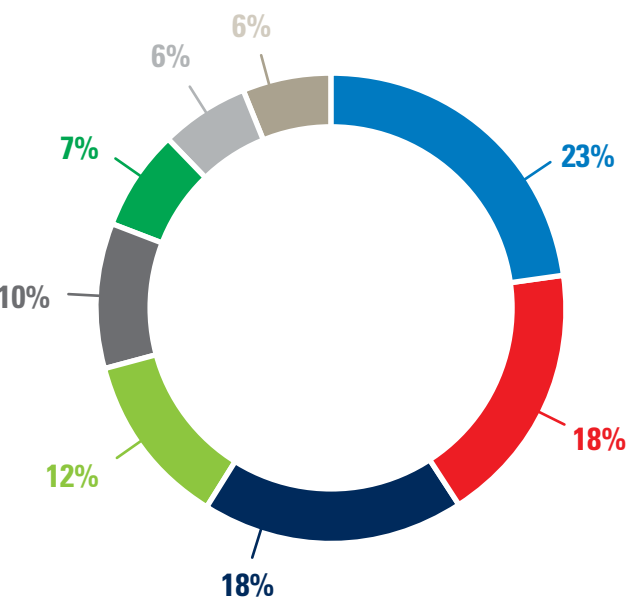
- Argentina
- Brazil
- Mexico
- Peru
- Ecuador
- Chile
- Uruguay
- Others

REVENUE BY MARKET SEGMENT
DECEMBER 2020

2%
32%
31%
14%
13%
8%
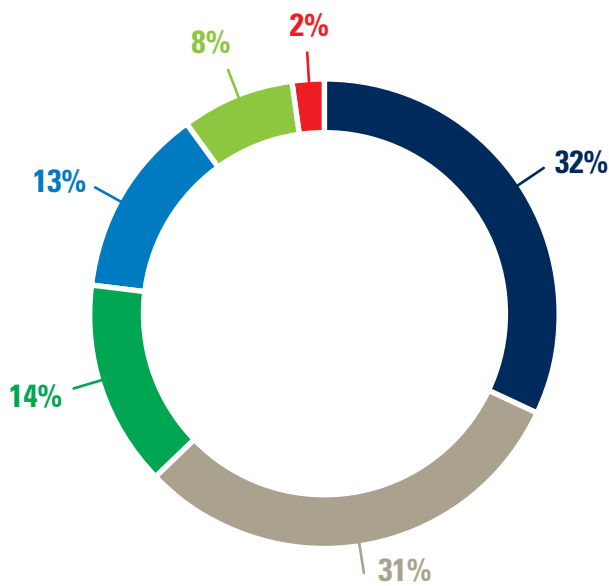
- Oil & Gas
- Energy
- Others
- Mining
- Industrial plants
- Civil infrastructure works

The projects

10
Projects
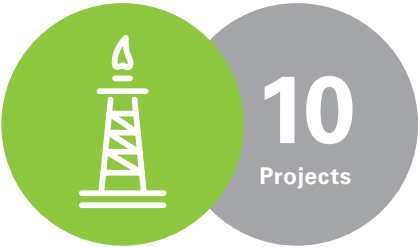
Oil & Gas

ARGENTINA

Fortín de Piedra – Tecpetrol
Fast-track EPC project for surface facilities to extract, treat and evacuate shale gas (up to 21 MMm³/day of processed gas), in Neuquén.

O&M Reservoirs – Tecpetrol
Operation and maintenance of surface facilities for production facilities in the Fortin de Piedra, Los Bastos (Neuquén) and Agua Salada (Río Negro) deposits.

Tratayén – Mega
EPC project for the gas pipeline (36"/9-km) from the TGN/TGS headers to the Mega separation plant, in Neuquén.

COLOMBIA

Pendare – Tecpetrol
Construction of oil dehydration and water treatment plants producing 110,000 bpd, in Meta.

ECUADOR

AUCA – Shaya
EPC services for hydrocarbon extraction facilities in Auca (83,000 bpd), including earthworks, building platforms, laying connection lines between wells, water lines and power lines, in Orellana.

OCP Oil Pipeline Repair – OCP Ecuador
Repair of 34" carbon steel pipeline in the waterfall sector of San Rafael, Sucumbíos.

Shushufindi – Shaya
EPC services for hydrocarbon extraction facilities, including comprehensive design, construction and installation of equipment and facilities for well operations, in Sucumbíos.

PERU

Phase V Services – COGA
Operation and maintenance services for the Camisea gas pipeline network (730 km), crossing the Andes from Cusco to Lima.

MEXICO

Dos Bocas Cogeneration – PEMEX
Detailed engineering for electrical substation, for the integration of the refinery systems, allowing the plant to produce 300 MW and 1,100 tons/h of steam, in Tabasco.

Dos Bocas Refinery – PEMEX
EP and Early Works of the Amine Regeneration Units, Sour Water Stripper, Effluent Treatment Plant and Water Pretreatment Plant (340,000 bpd), in Tabasco.

Mining

5
Projects

CHILE

Los Bronces III – Anglo American Sul
Construction and maintenance services for 2 mining pipelines (14"-24"/6 km), in Santiago.

Los Bronces IV – Anglo American Sul
Replacement of 31.1 km of STP, SAR and STR pipes, and execution of additional works: drainage, venting and conditioning abandoned pipes.

QB 2 – Minera Quebrada Blanca
EPC project for 36"/165 km pipelines for the desalinated water system and concentrate transportation system, in Tarapacá.

PERU

Mina Justa – Marcobre
EPC project for aqueducts (16"-20"/40 km) to transport salt water to the mine, 3 sulfuric acid tanks and surface facilities, in Ica.

Quellaveco – Anglo American
EPC project for freshwater aqueducts (28"-24"/87 km) and 2 pumping stations, in Moquegua.
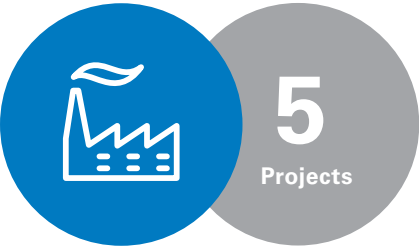
Industrial plants

5
Projects

BRAZIL

Upgrade of PCI – Paul Wurth
EPC to expand capacity from 160 to 220 kg/ton of pig iron of the Pulverized Coal Injection (PCI) system for the Blast Furnaces of the Ternium plant, in Rio de Janeiro.

UNITED STATES

Bay City – Tenaris
Maintenance and heavy cleaning services for a 100,000 m^2 state-of-the-art seamless pipe manufacturing plant in Texas.

Pig Iron Plant – Petmin
EPCM for 450,000 t/year capacity nodular pig iron (NPI) greenfield plant, Ohio.

ME XICO

Galvanizing and pre-painting lines – Ternium
PC services for pre-painting (120,000 t/year) and galvanizing (300,000 t/year) lines at the Pesqueria industrial complex, in Monterrey.

LACA – Ternium
Civil and electromechanical works for hot rolling steel mill (3.7 Mt/year) at the Pesqueria complex in Monterrey.

6
Projects
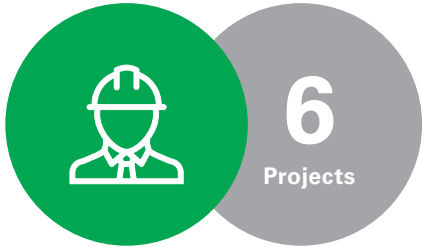
Civil infrastructure works

ARGENTINA

LP-01, LP-49 and LP-80 – ADIF
EPC project to upgrade 110 km of the railway network, revamping facilities, building level crossings and new connections, in Buenos Aires and Santa Fe.

ITALY

Emergency Hospital 19 – Humanitas
Design and construction management of a modular hospital in Milan.

URUGUAY

Maldonado Effluents – OSE
Civil works and soil movement including 35 km of pipes, land drainage and remodeling 7 pumping stations, in Maldonado.

Maldonado Effluents II – OSE
Civil works and soil movement including 35 km of pipes, land drainage and remodeling 7 pumping stations, in Maldonado.

Coastal Corridor Bridges – CVU
EPC for 9 highway bridges on Route 2, in the department of Soriano.

Route 9 – CVU
Civil works for the repair and maintenance of 105 km of roadways, including bridges and roundabouts, in Maldonado and Rocha.

1
Project
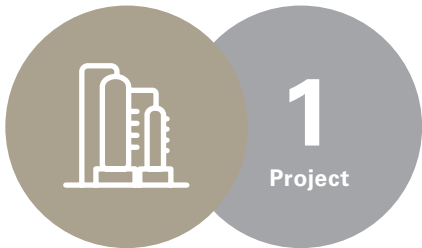
Downstream and petrochemical plants

BRAZIL

CMISS – Yara Galvani
Electromechanical assembly and commissioning of new facilities at the Serra do Salitre industrial mining complex, increasing fertilizer production to 950,000 t/year, in Minas Gerais.

9

Projects
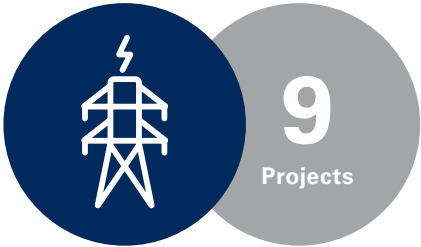
Energy

ARGENTINA
El Bracho – General Electric
EPC and pre-commissioning to close an open cycle thermoelectric power plant, including the installation of a 260 MW turbo generator, in Tucuman.

Carem 25 – CNEA
Civil works of 18 Mm^3 of reinforced concrete complete a 6-story nuclear reactor prototype, in Buenos Aires.

Genelba – Pampa Energía
EPC project, plant balance and start-up of the closure of an open cycle thermoelectric power plant (169 MW to 364 MW), in Buenos Aires.

Ensenada Barragan - YPF Luz and Pampa Energía
EPC services for the closure of a combined cycle thermal power plant, increasing capacity from 560 MW to 840 MW, in Buenos Aires.

BRAZIL
Parnaíba V – ENEVA
Turnkey EPC project for 386 MW open cycle thermoelectric power plant in the Parnaiba industrial complex, in Maranhão.

Jaguatirica II – ENEVA
EPC project for a 120 MW open cycle thermoelectric plant, in Roraima.

EGYPT
South Helwan – UEEPC
EPC services and plant balance for three 650 MW modules for a supercritical thermoelectric power plant, in Helwan.

MEXICO
North III – Abeinsa Juárez
EPC project and start-up of a 907 MW combined cycle thermoelectric power plant, in Chihuahua.

O&M Petacalco – CFE
O&M for the Internal Coal Management System at Petacalco port, transporting up to 1,800 t/hour of coal, in Guerrero.

ENVIRONMENTAL COMMITMENT

Since its beginnings, Techint E&C has sought to create engineering and construction projects, providing neighboring communities with development opportunities, minimizing its impact on the environment, and being reliable for both partners and customers.
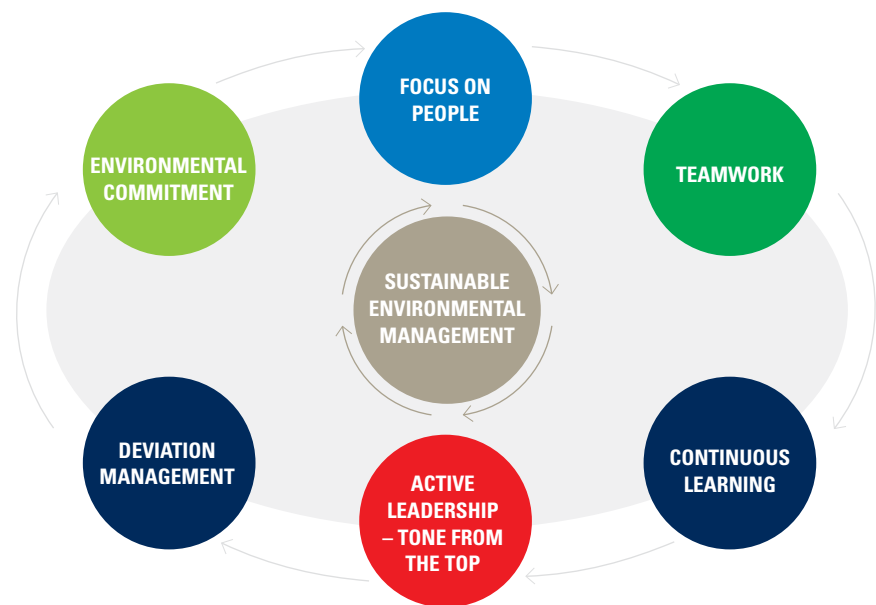
The company pursues the objective of **"zero deviations"** in each of its activities, focusing efforts on:

- Work to prevent pollution and minimize the impacts of operations.
- Reducing waste generation and promoting the reuse of materials.
- Using water responsibly.
- Efficient use of natural resources.
- Reducing energy consumption by improving performance.
- Disseminating key environmental events and promoting environmental education in its projects.

Sustainable environmental management

The company plans its environmental management as an integral part of project design, including supply. The Sustainable Environmental Management Plan considers the features of each work, where it is developed, applicable legislation, project documentation, and any other commitments between partners and customers. This enables it to guarantee the implementation of environmental protection measures throughout the development.

FOCUS ON PEOPLE — TEAMWORK — CONTINUOUS LEARNING — ACTIVE LEADERSHIP – TONE FROM THE TOP — DEVIATION MANAGEMENT — ENVIRONMENTAL COMMITMENT — SUSTAINABLE ENVIRONMENTAL MANAGEMENT

Each project is monitored monthly, using Sustainable Environmental Management Indicators. These include the Environmental Accidents index and the Environmental Management index, which proposes a series of questions covering the main environmental issues in the project. In addition, the Resource Consumption index measures water consumption and reuse; fuel consumption from non-renewable sources and electricity use, as well as waste recycling, reduction, recovery and reuse levels, in addition to the treatment and disposal of organic waste and hazardous waste.

In turn, and as part of the monitoring that is carried out in each site and depending on the type of project, the monitoring and control of air, water, soil and biodiversity quality parameters is carried out on a monthly basis in the different stages of draft.

The objective for the company's Sustainable Environmental Management Indicator in 2020 was set at a compliance level of 98%. The results thrown up by the Indicator for the period covered showed a compliance level of 90.49%.

Materials management

At each project, Techint E&C works to foster a general culture which prioritizes the proper handling of materials, seeking to extend their life cycle by reusing them to thus maximize their usefulness.

The company has a system in place to make the most of materials, focused on reduction and reuse. This translates into efficiency in transfer, treatment and disposal costs and additionally contributes to reducing greenhouse gas (GHG) emissions, promoting a circular economy with a focus on zero waste and enhancing social recovery actions.

Waste segregation at source is the pillar for correct management. The company ensures that employees are trained and made aware of all the steps required to ensure this happens by providing quality environmental education.
A range of different activities has been developed with a direct impact on people's behavior which in turn affects final waste disposal statistics.

Each project carries out a monthly survey to monitor the waste generated as part of its reporting procedures on sustainable environmental management. All the data reported (recyclable, organic, hazardous waste and others) are measured and uploaded in terms of weight (kg) to a global database, which monitors efficiency, output and performance at each site.

The different actions carried out in the projects are detailed below:
- Choosing products with a low environmental impact.
- 4R campaigns.
- Elimination of single-use plastics in dining rooms and offices.

PENDARE, COLOMBIA. RECYCLING CAMPAIGN. PHOTO BEFORE COVID-19.
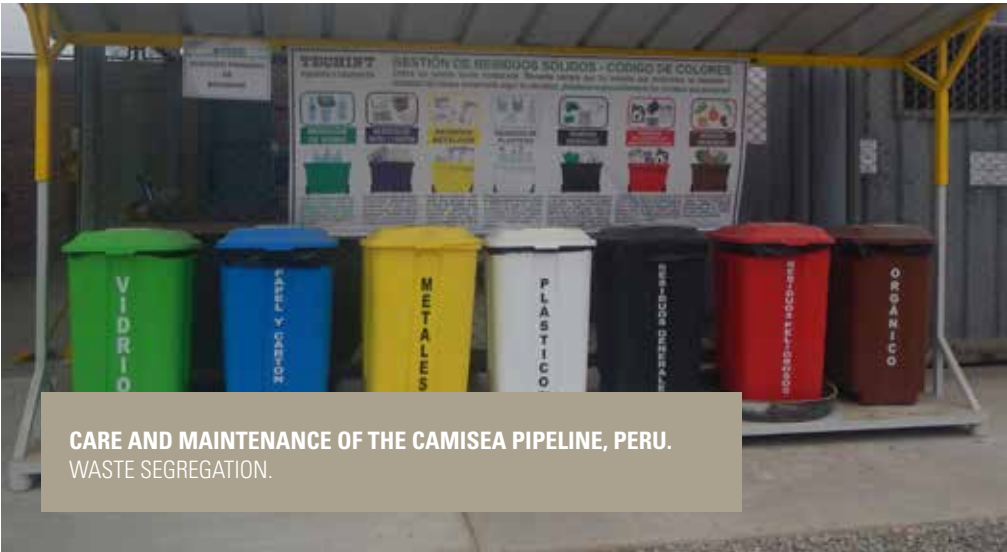
CARE AND MAINTENANCE OF THE CAMISEA PIPELINE, PERU. WASTE SEGREGATION.

- Compost generation and subsequent use for landscape restoration at projects.
- Recycling end-of-life tires at authorized sites, rebeading tires and reusing those in disuse.
- Participation in recycling campaigns for white paper, cardboard, beverage caps, plastic bottles, printer toner, batteries.
- Hazardous waste management from source to treatment and final disposal at authorized sites.
- Reuse of office equipment and furniture between projects.

- Reuse and subsequent donation of wood from packaging, formwork, masonry and other uses given at each site.
- Reuse of scrap metal. Disposal for scrapping, collection and subsequent reuse in steel services.
- Recovery and donation of out-of-use electronic equipment. Those pieces that cannot be recovered are disposed of in authorized treatment and final disposal sites.
- Implementation of campaigns and mobile technology for the replacement of paper at the company level.

RECYCLED WASTE
TOTAL WASTE GENERATED (%)

Bar chart:
- 2018: 30
- 2019: 45
- 2020: 52
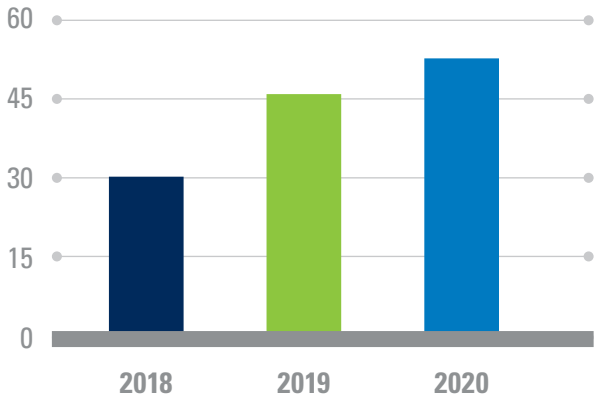
INTEGRATED WASTE MANAGEMENT
IN TONS

Donut chart:
- 3,767
- 509
- 630
- 2,163

Legend:
- 4R (Recycled, Recovered, Reused, Reduced)
- Solid urban waste
- Hazardous waste
- Other waste

4R MANAGEMENT
IN %

Donut chart:
- 42.6
- 0.1
- 3.6
- 4.7
- 8.9
- 40.1

Legend:
- Wood
- Scrap
- Others
- Plastics
- Carton and paper
- Tires
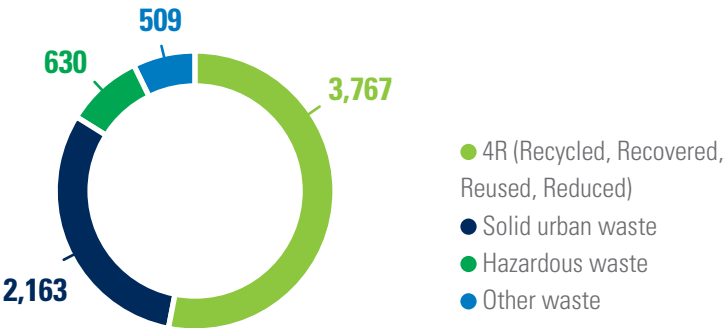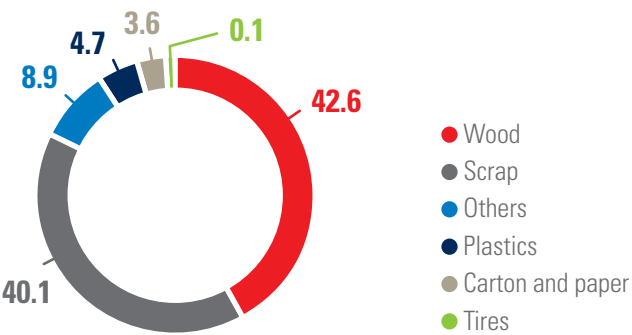
WASTE SEGREGATION
IN % BY COUNTRY

Stacked bar chart by country (2019, 2020):
Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru, Uruguay
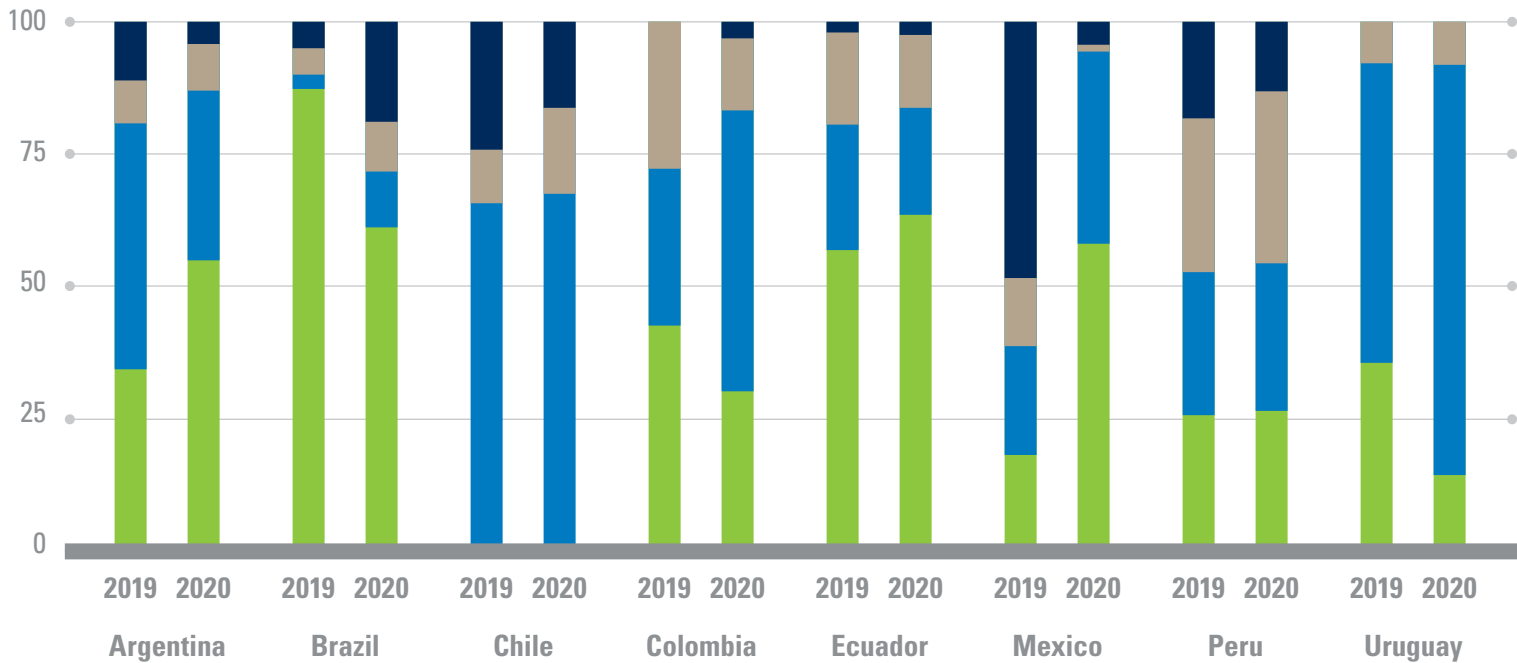
Legend:
- Recycled, Recovered, Reused, Reduced Waste (4R)
- Hazardous waste
- Solid urban waste
- Other waste

JAGUATIRICA II, BRAZIL.
ENVIRONMENTAL COMMITMENT.

TRATAYEN-MEGA, ARGENTINA.
ENERGY PERFORMANCE AWARENESS
CAMPAIGN.

Energy

Techint E&C has been working to reduce energy consumption and ensure it is used responsibly at its projects for several years. In November 2020, the company was awarded certification under the international standard ISO 50001:2018 for its Energy Management System (EnMS).

The principal source of energy consumed throughout the company at the moment is fossil fuels, used in construction equipment, logistics, personnel transfer and at temporary facilities. This is followed by electricity and natural gas, to a lesser extent.

Techint E&C adopted the guidelines enshrined in the ISO 50001:2018 standard and incorporated the EnMS into its Integrated Management System (IMS) for Quality, Health, Safety and Environment, to optimize energy use in systematic form. The purpose is to reduce costs associated with energy consumption and control the amounts of energy consumed, which requires commitment from the entire company, and in particular from senior management through active leadership.

The company had already defined an Energy Policy and 10 Energy Performance rules, in 2019, laying out guidelines for requirements to be met by employees, customers and suppliers in contracts.

In parallel, documents applicable to the EnMS were drafted for incorporation into the IMS to act as main procedures and energy performance indicators.

Competence, training and awareness are also vital to improving overall energy performance at projects. Over

DISTRIBUTION OF ENERGY CONSUMPTION
2020

Gas 1%

Electricity 10%

Fuel 89%
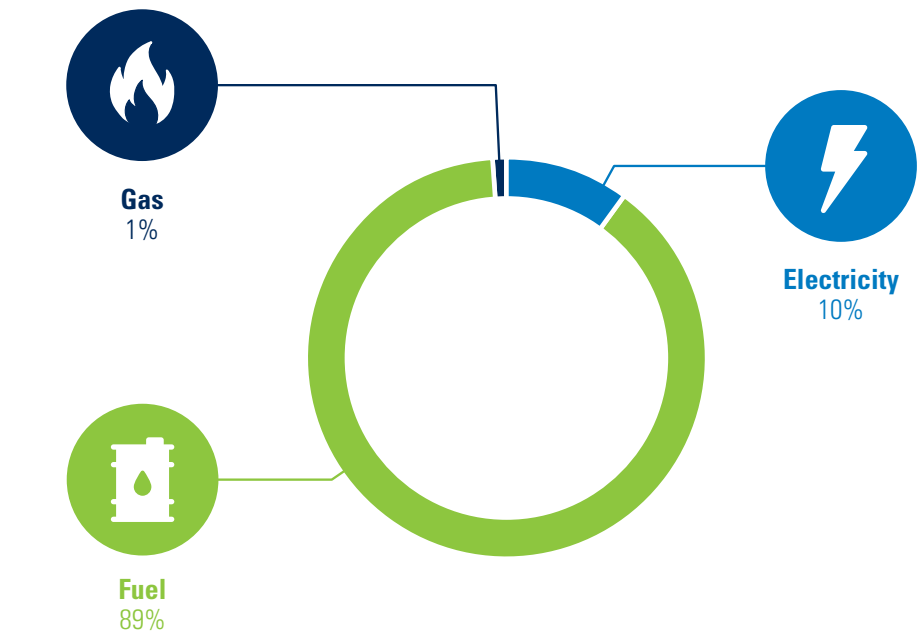
4,000 hours of training have been provided to the personnel working on the Energy Management System, both at the projects and in offices. The training covers Energy Policy, the 10 Energy Performance rules, the interpretation and implementation of the ISO 50001:2018 standard, internal audits, etc.

Energy performance controls are carried out at each project by analyzing performance indicators, such as:

- Equipment Fuel Consumption (CCHeq): amount of non-renewable energy consumed (Liters)/Total hours used (HU).
- Vehicle Fuel Consumption (CCKM): amount of Non-renewable energy consumed (Liters) / Kilometer traveled (KM).
- Electricity Consumption (CEHH): amount of energy consumed* (Kilowatts) / Total amount of labor hours worked (LH).

Internal EnMS audits are carried out systematically throughout the projects to establish performance indicators in terms of application, implementation and compliance with the company's Energy Policy. The audits measure achievements in the context of all the objectives and other requirements indicated by the standard.

The permanent commitment and involvement of the company's leaders, employees, contractors and suppliers to achieving these goals at the projects is key for the effective implementation, maintenance and improvement of the EnMS.

ENERGY CONSUMED AS A FUNCTION OF HOURS WORKED ACCORDING TO MARKET SEGMENT
KWH/HH

● 2019   ● 2020
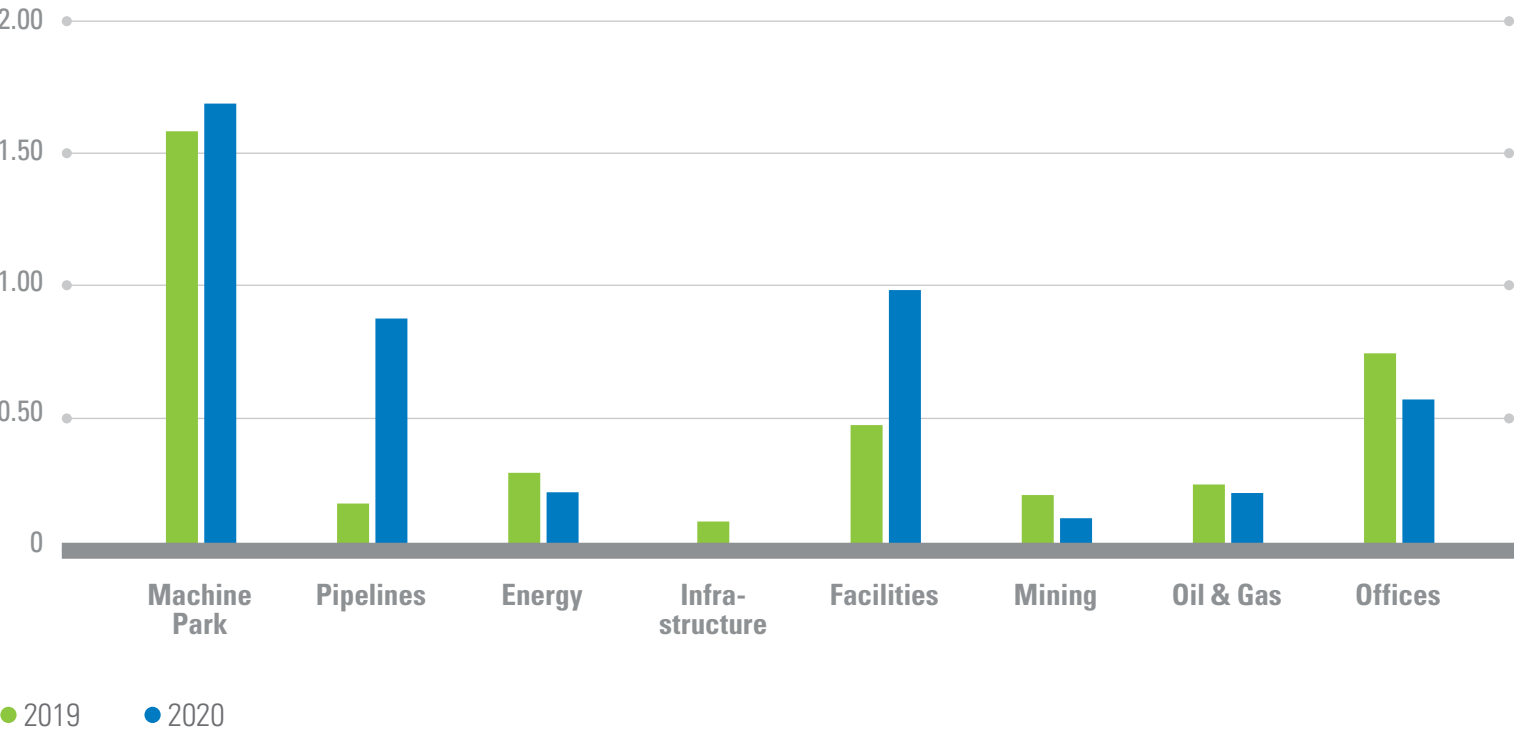
This was reflected in improvements in energy performance during the first stage of implementation, achieving reductions of over 9% in fuel consumption in heavy vehicles, 6% in light vehicles, and 18% in electricity consumption.

Some basic initiatives and actions taken to ensure the effective implementation of the EnMS in Techint E&C:

- Campaigns to raise awareness of responsible energy use.
- Prioritizing natural light and sunlight in offices, workshops and camps.
- Implementation of translucent polycarbonate roofing for sheds, workshops and warehouses to allow the passage of natural light.
- Temperature adjustments in boilers and air conditioning units.
- Campaigns highlighting the importance of turning off heaters and electronic devices when not in use and installation of motion detector commands.
- Reduction in the use of idling equipment.
- Weekly meetings and Energy Performance Monitoring Committees.
- Replacement of conventional (halogen) lighting with LED technology.
- Progressive change-out of high-energy consumption equipment for lower energy use equipment.

DISTRIBUTION OF ELECTRIC ENERGY CONSUMPTION BY COUNTRY
IN %

● Mexico   ● Ecuador
● Argentina   ● Chile
● Peru   ● Colombia
● Brazil   ● Uruguay
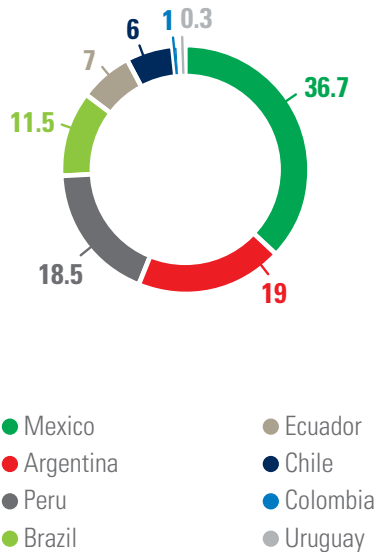
CO_2 EMISSIONS BY COUNTRY
CO_2 TONS/LITER OF FUEL
IN %

7 1 1
7
12
20
30
22
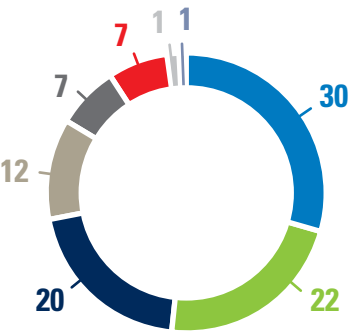
- Argentina
- Chile
- Peru
- Brazil
- Mexico
- Ecuador
- Colombia
- Uruguay

CO_2 EMISSIONS BY MARKET SEGMENTS
CO_2 TONS/LITER OF FUEL
IN %

4 3 2 2
5
16
18
50
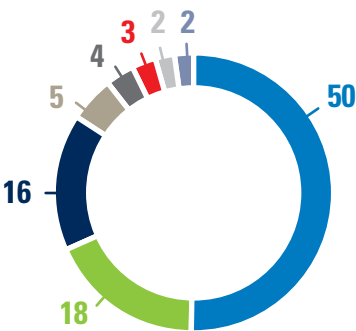
- Pipelines
- Steel Services
- Energy
- Oil & Gas
- Infrastructure
- Mining
- Facilities
- Offices –
  Machine Parks

Emissions

Greenhouse gas emissions are proportionally responsible for the greatest environmental impact, due to fuel consumption associated with the transportation of employees, materials and products in each of the projects, and to the number of operating hours accrued by light and heavy machinery.

This has prompted the company to carry out specific emission-reducing actions as part of efforts to implement the EnMS.

In general terms, Techint E&C pursues a reductionist policy in transportation, aiming to reduce personnel and materials transport where possible. As well as optimizing environmental management, this constitutes additional preventive measures for road safety.

However, during 2020, as part of its measures to curb the spread of COVID-19 and safeguard the health of its employees, the company reduced the capacity of its personnel transport vehicles to respect the recommended 2-meter safety distance, leading to an increase in the numbers of journeys.

Some of the company's preventive transport measures are:

- Maintenance plan and preventive inspections for vehicles and machinery.
- Monitoring of atmospheric emissions.
- Travel plan: definition of routes, speed limits and schedules.
- Transportation efficiency campaigns: preference for full capacity to reduce trips (modified by the company's internal COVID-19 protocols).
- Local sourcing of supplies in project development catchment areas.
- Training in preventive safety measures for personnel handling machinery as well as private vehicles and motorcycles, considering behavior-related aspects and vehicle management. These measures have been disseminated among partners, suppliers and customers.
- Trainings and road safety courses targeting key areas: driving at constant speed, regulating braking intensity, optimizing interior temperatures, correct ventilation and air conditioning.

FUEL CONSUMPTION
BY COUNTRY (LTS / LH)
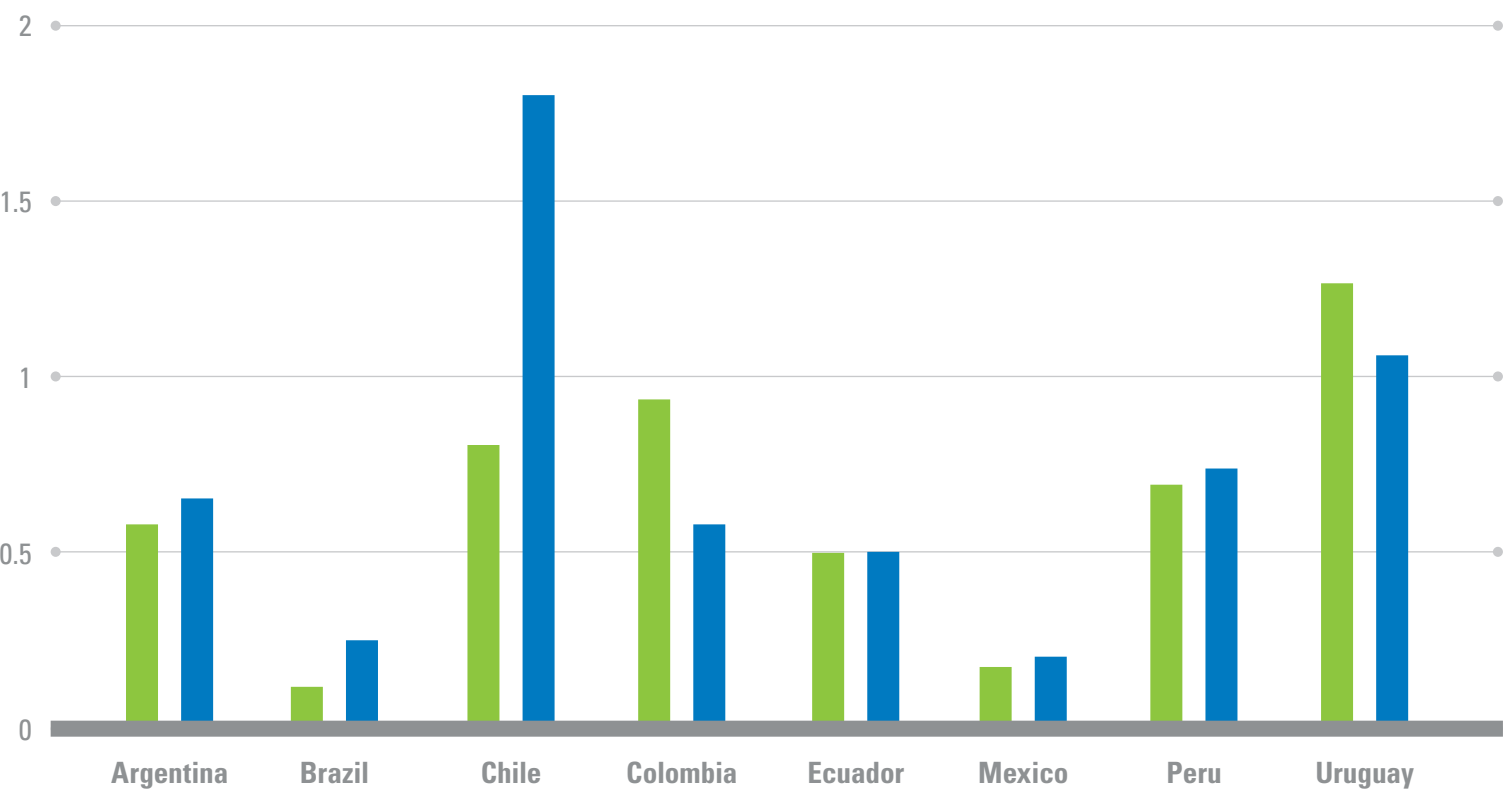
BY MARKET SEGMENT (LTS / LH)
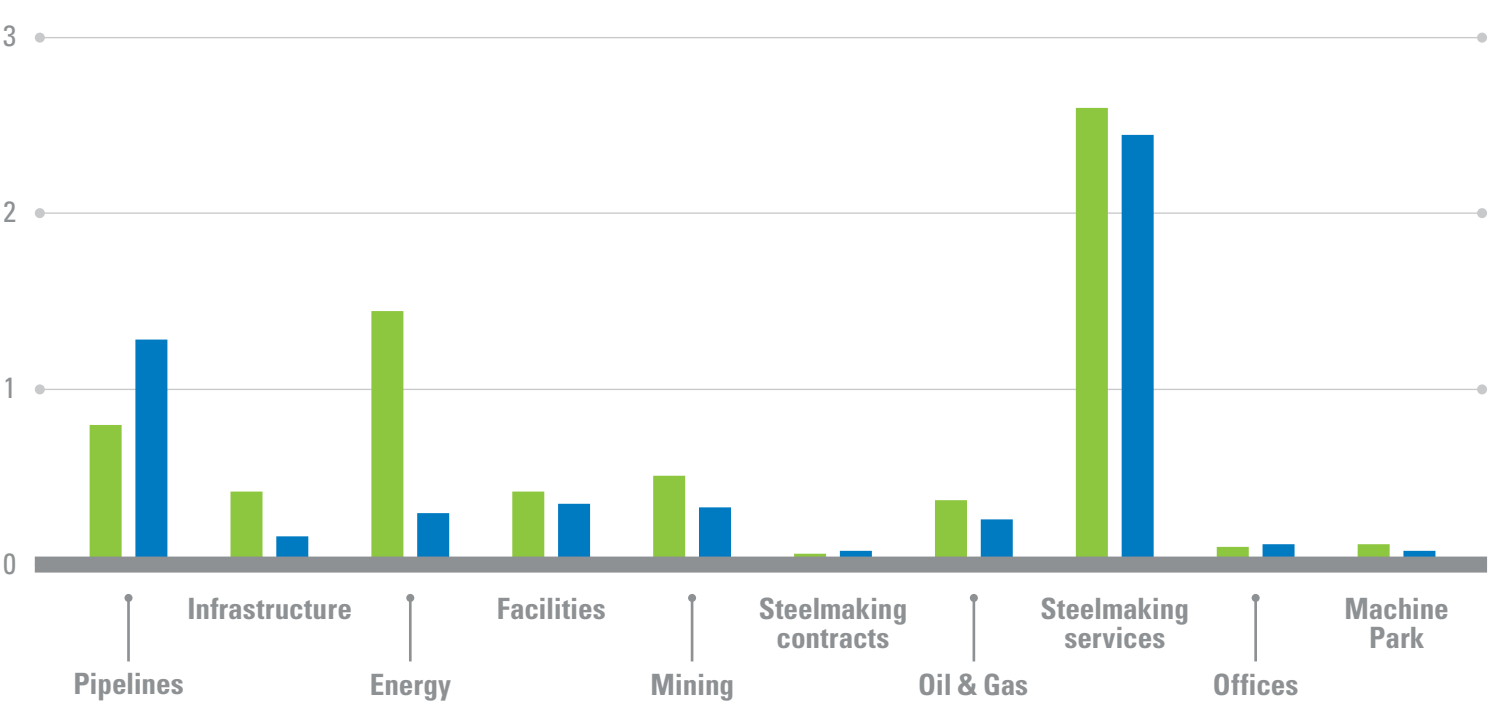
● 2019   ● 2020

Water and effluents

Water

The company actively encourages the optimization of water use throughout all stages of a project. This includes measuring consumption and applying good practices to ensure responsible use. For projects developed in urbanized areas, water is taken from the local networks, whereas in rural areas, the water is piped in from surface or groundwater sources, following all the requisite authorizations for this purpose.

The analysis of water use according to project type, whether open, involving laying pipelines and building infrastructure, and closed (plants), shows that it is a vital resource for all the projects carried out by the company. For this reason, Techint E&C has integrated a full range of preventive measures into the project development phases to preserve and ensure rational water use.

There are activities which are common to all projects requiring the use of water:

- Supply for camps and workrooms, mainly kitchens and living facilities.
- Irrigating workplaces and roads to mitigate the dispersion of dust into the atmosphere.
- Cleaning materials and facilities.
- Installing car washes facilities for vehicles and machinery.
- On-site concrete-mixing plants.
- Cooling processes.
- Hydrostatic testing.

Each project logs the monthly amounts of water consumed and reused in cubic meters as part of the data collected to draw up the environmental indicators managed at company level.

WATER CONSUMPTION IN 2020
%

Reused water
27.2%

Consumed water
72.8%
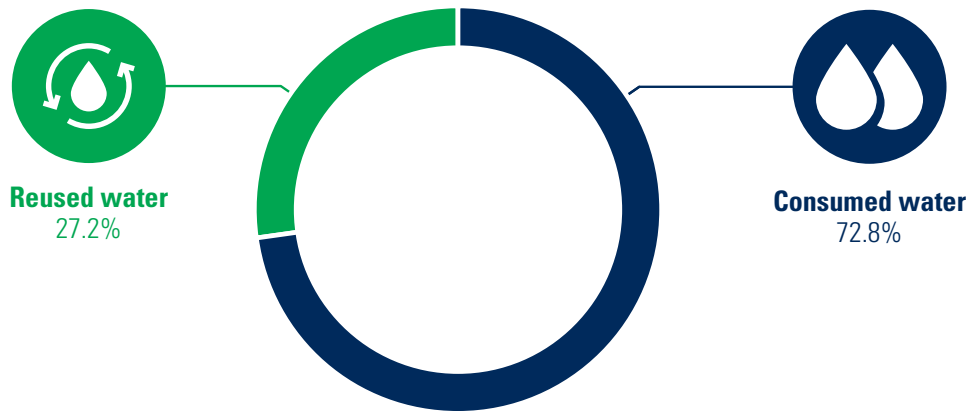
Effluents

The company runs up-to-date Effluent Management Programs at all its projects, deploying applicable treatment technologies and pollution prevention strategies to reduce pollutants and continuously monitor a range of different environmental variables. The objective is to ensure compliance with all the waste discharge and disposal parameters detailed in the legislation applicable to the site.

As discharging effluents to surface and groundwater, and excess process water to the land, is a typical feature of construction activities, the company carries out different upstream treatments, including filtering and disinfection, to reduce the risks and impacts of this practice.

Liquid effluents arising from water consumption may include:

- Gray water, from kitchens and dining rooms.
- Black water from sewage effluents. These effluents are incorporated into the collection network (mainly for projects located in urbanized areas), or are disposed of in septic tanks, or managed at the company's own treatment plants, which may or may not include trickling filter beds.

Techint E&C always requests administrative authorization to discharge

CARE AND MAINTENANCE OF THE CAMISEA PIPELINE, PERU.
TREATMENT PLANT INSPECTION. PHOTO BEFORE COVID-19.

JAGUATIRICA II, BRAZIL.
UNPAVED ROAD DUST MANAGEMENT.

WATER REUSE BY SEGMENT
% OF PROJECTS REUSING WATER

● 2019　　● 2020

●
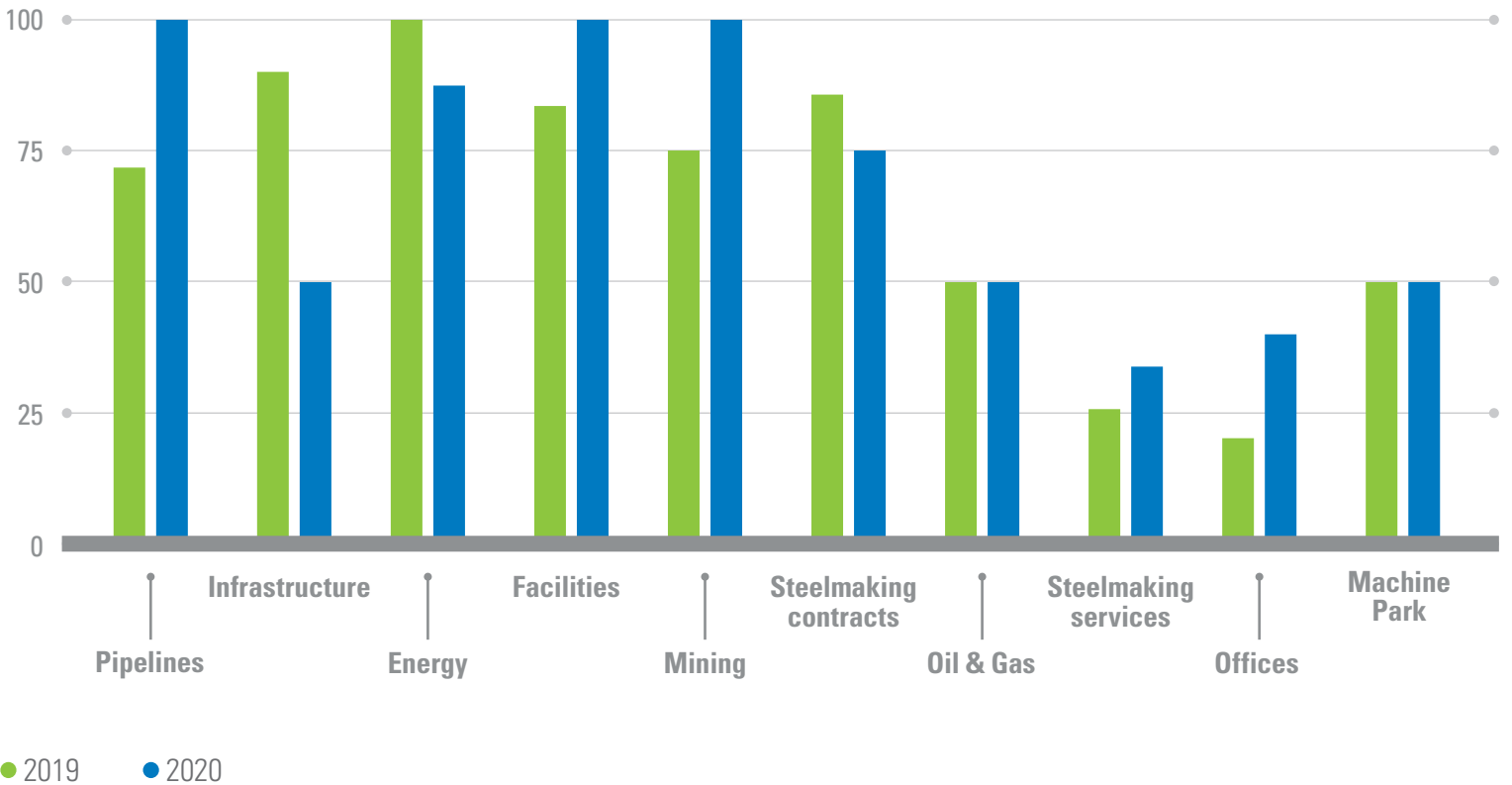
WATER PRESERVATION AXES: REUSE MINIMIZATION, RECOVERY AND OTHER OPTIONS.

effluents, whether directly or indirectly, that could affect local water bodies.

Some sites are working on alternative and innovative proposals, such as constructing artificial wetlands, which mimic the functions of their natural counterparts to treat sewage, industrial effluent, reduce nutrient loads and create a diverse wildlife habitat.

To make water preservation more efficient, the company has divided its approach into four areas:

MINIMIZATION
Minimization is about raising awareness through training and water care campaigns. This motivational approach includes contests and educational

activities carried out at local level.

REUSE
Filtration water, as well as that used in concrete-making processes, equipment and vehicle washing, hydraulic testing, also from the effluent treatment plant, and rainwater, can be reused after monitoring and testing to evaluate its quality and guarantee it is fit for use.

RECOVERY
Rainwater can be collected to create green spaces, as well as for cleaning the worksite, workshops and offices.

ALTERNATIVE PROPOSALS FOR EFFLUENT TREATMENT
This includes the construction of artificial wetlands.

JAGUATIRICA II, BRAZIL. PROTECTION, RESCUE AND RELOCATION OF FAUNA.

AUCA AND SHUSHUFINDI, ECUADOR. IDENTIFICATION AND PROTECTION OF FLORA.

Biodiversity

Given the great variety of natural scenarios where the company develops its different projects, meticulous attention is paid from the start of the process with the initial offer, to evaluate a project's potential impact on biodiversity, the areas of direct influence and on neighboring communities. Large-scale works can significantly alter the environment by changing the landscape. Worksite activities are also likely to cause interference to local fauna and their habitat and directly affect vegetation.

To reduce these impacts, each project pursues good practices to ensure the best possible preservation and conservation of flora and fauna. The preventive measures are defined in the early stages of planning in tandem with the analysis of the main environmental documents.

Specific actions are detailed for each phase of the project beginning with the initial surveys and topography, through engineering, installation, construction, operation and maintenance, to decommissioning and infrastructure removal, ending with the closure and demobilization stages.

In 2020, the company carried out the following preservation actions at its projects as a matter of routine:

- Surveys to identify protected and/ or vulnerable sectors in the areas of direct influence by the project.
- Implementation of specific conservation and preservation plans.
- Wildlife training programs to develop sighting, rescue, relocation and monitoring skills.
- Formation of corridors and wildlife passages and the creation of buffer zones.
- Diagnosis of affected areas, recovery plans and final restoration to ensure the site retains as many of its original capacities as possible.

ENVIRONMENTAL COSTS
%

Sanitation
Water treatment plant and effluents
Comprehensive waste management
Environmental monitoring
Preparation for environmental contingencies
Environmental impact studies

34.5 · 31 · 29.8 · 1.6 · 1.6 · 1.5
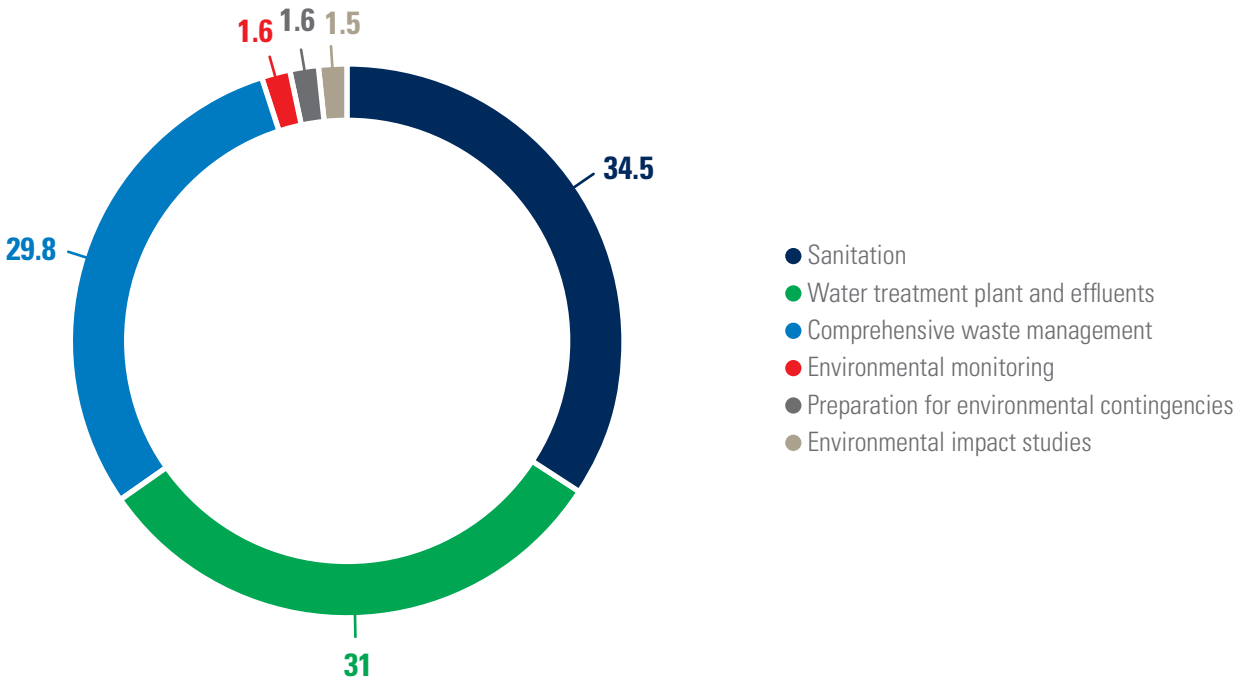
Environmental costs

Activities and costs

All project-associated environmental costs are taken into account during planning, from the tendering stage to demobilization and closure.

The main items and areas typically included in the different stages of the development of a work are:

- Feasibility studies.
- Comprehensive waste management and associated logistics.

- Installations and maintenance of effluent treatment plants and sanitation services.

- Environmental monitoring.
- Preparation for environmental contingencies, including simulation and scenarios.
- Community integration and management
- Installation and maintenance of a water treatment plant.
- Specific wildlife habitat plans such as the rescue of flora and fauna, archeology, restoration and reforestation, among others.
- Restoration of affected areas.

INTEGRATED WASTE MANAGE-MENT ACCOUNTS FOR NEARLY 30% OF A PROJECT'S ENVIRONMENTAL COSTS.

TRATAYEN-MEGA, ARGENTINA.
WORLD ENVIRONMENT DAY CAMPAIGN 2020.

Purpose

Techint E&C consistently incorporates environmental concerns into its planning with a focus on prevention, optimizing the management of different aspects and minimizing possible negative impacts.

The company places special emphasis on the care and preservation of biodiversity, and strategies to manage revegetation, restoration, compensatory afforestation and associated regeneration activities throughout its projects.

In addition, it deploys a range of programs designed to reduce waste and/or effluents disposal by increasing recovery and recycling activities.

The company is continually researching ways of improving operating methods and techniques to reduce emissions by optimizing energy consumption with a view to demonstrating improvements in energy performance.

Action plan

- Implementation of Energy Management System throughout the projects (ISO 50001:2018).
- Review of sustainable environmental management indicators.
- Reduction of CO_2 emissions and greenhouse gases.
- 3% reduction in total fuel consumption.
- Identification of opportunities to reduce water consumption: reuse practices greater than 70%.
- Systematic actions to prevent the generation of waste with an impact on cost reduction related to temporary storage and final disposal.
- Expansion of Integrated Waste Management Programs (4R over 60%).
- Strengthening local community involvement.
- Development of communication, education and training programs on energy and environmental management issues throughout the organization.
- Taking environmental restoration to the next level (afforestation, etc.).

CHAPTER 6

SOCIAL DEVELOPMENT

Techint E&C actively encourages the development of its employees, whose input is key to knowledge building, providing them with tools to help create a preventive culture. The company also contributes to the development of the communities neighboring its projects with actions to foster better health, well-being and education.

Training and development

Employees

Techint E&C has 14,505 employees around the world, including executive, managerial, technical, administrative staff and operational personnel. New hires are made according to needs at different stages of the projects, which is part of the nature of the business. This feature also allows for job rotations, which are driven through different career development programs.

As common practice, the company prioritizes the hiring of staff who live in the communities where it carries out its projects or near its offices. In cases where there is a shortage of qualified labor, demand is covered with resources from other localities.

The company also invests in the development and education of the communities near its projects, providing training programs tailored to their needs.

Labour development

The company actively seeks to create conditions in the work environment that foster creativity, teamwork, initiative and a sense of shared responsibility among its employees.

As part of its corporate philosophy, it guarantees equality of treatment and opportunity for all those making up the work teams at its different projects. In accordance with current legislation and company procedures, it pursues a policy which allows workers to organize freely, enjoying freedom of association, and the right to collective bargaining. Techint E&C's Compensation Policy enshrines its approach to gender diversity, seeking to guarantee internal equity and external competitiveness, regardless of gender.

GLOBAL AGE RANGE
IN %

- 6%
- 8%
- 38%
- 19%
- 29%

AGE RANGE BY COUNTRIES
IN USD MILLIONS

Argentina · Brazil · Peru · Mexico · Chile · Ecuador · Europe · Other
Colombia, Uruguay, Bolivia and the U.S.
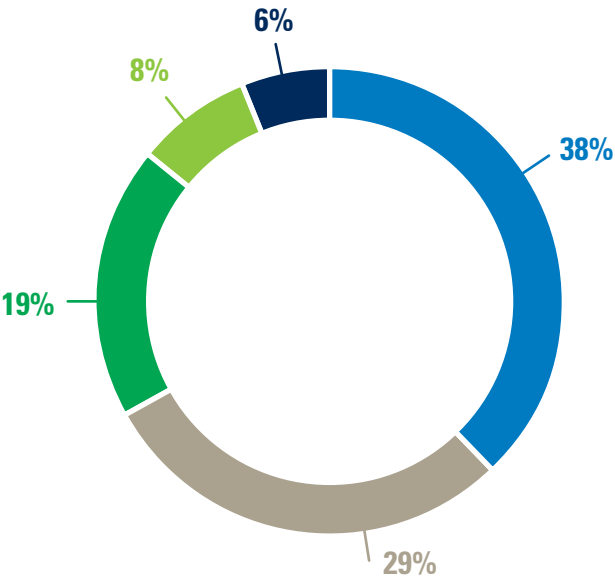
- ● 26 years
- ● Between 26 and 34 years
- ● Between 35 and 45 years
- ● Between 46 and 55 years
- ● 55 years
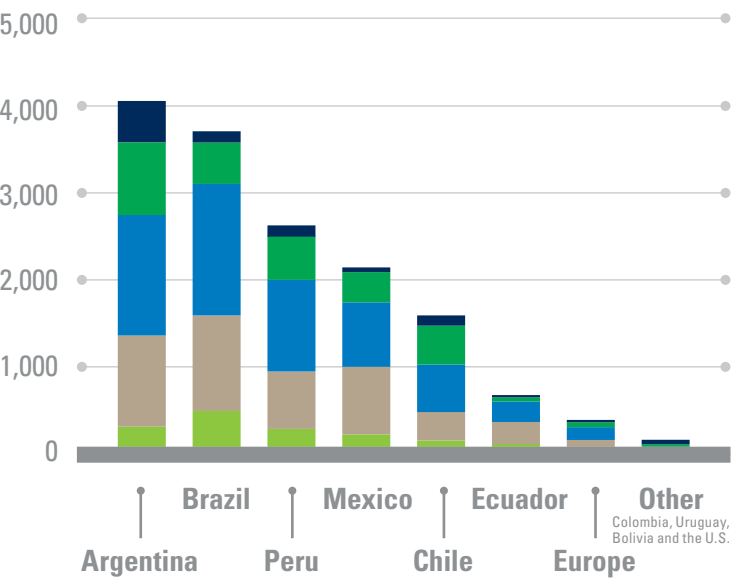
Human resources development

Techint E&C's professional development programs are designed to accompany employee self-development initiatives and ensure that they are ready to take advantage of opportunities that make the most of their potential, within the scope of the positions required by the business.

Young Professionals Program
Designed to prime candidates for responsibilities at professional and managerial levels, this program accompanies young people during their first years in the company so they can acquire a global vision of the business.

Academic skills are complemented by technical and managerial training so they can fulfill their potential. For more information click here.

People Review Process
Techint E&C's process for projecting job positions is a diagnostic tool, designed to ensure the company has the personnel to meet current and future needs in qualitative and quantitative terms. Individual development plans are shaped for employees showing potential.

Internal Job Posting Process
Employees are encouraged to apply for posts as part of internal talent searches. This gives them broader access to the

opportunities available in the company and is also a channel for them to express expectations for professional growth.

Performance Management Process
The process seeks to measure the contributions made by all employees to achieving the company's objectives.

Each person's particular goals, skills and achievements are evaluated and analyzed with input from peers and superiors. The process takes place twice a year for young professionals and yearly for other employees. There is a half-term review of objectives, self-evaluation and evaluation instances as well as feedback before uploading the next year's objectives.

MAIN TRAINING PROGRAMS

Onboarding	Young Professionals	Classroom in Project
Development Forums	Supervisor Development Program	Techint Group
Specific technical training	Degreed	Workshops
PMP Certification Program	Engineering development	Tutor training
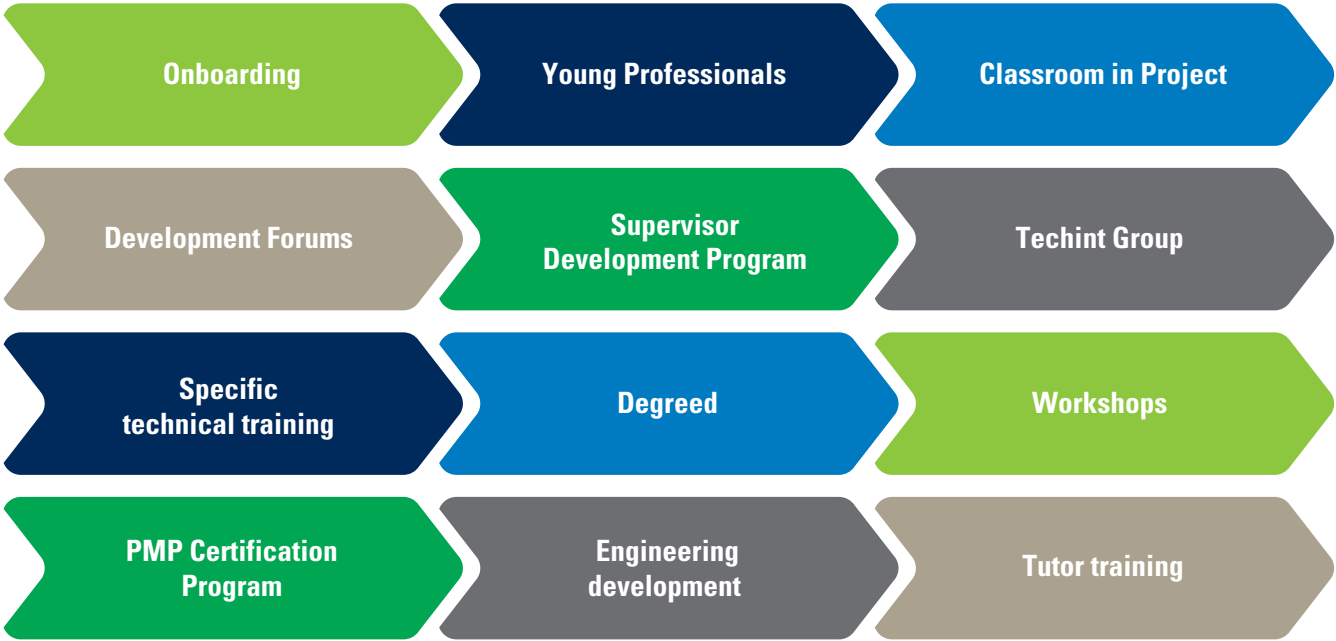
During this process, there are also opportunities to benchmark performance and achievements, carried out by the Evaluation Committee, where managers and directors from the different areas adjust or validate evaluations through consensus.

The competences evaluated include a knowledge of the business, customer focus, professional attitudes, leadership, teamwork, collaboration and adaptation to the context.

All salaried personnel are involved in the Performance Management process, while hourly workers are evaluated on an ad hoc basis.

Training program
Techint E&C encourages its employees to pursue their career development by offering advanced professional training programs on cultural and management issues, as well as technical knowledge about the business and its processes.

TWO MAIN TRAINING AXES:

- Technical training.
- Management training.

The company considers that training is a vital component of its executive and management development strategy, and encourages its people to continuously improve their performance as well as fostering recognition from their peers and superiors.

Curricular courses and non-curricular content can also be integrated into programs serving a broad-based group rather than specific individual needs.

Thanks to Degreed, a virtual training platform that complements and enhances the different training programs, the company is driving self-development and social learning.

Preventive culture

The company has recently strengthened its Training and Professional Development Plan on Quality, Safety, Health and Environment (QHSE) to raise awareness and strengthen leadership.

EVOLUTION OF PREVENTIVE TRAINING
HOURS OF TRAINING / HOURS WORKED BY COUNTRIES

Legend: ● IC2016 ● IC2017 ● IC2018 ● IC2019 ● IC2020
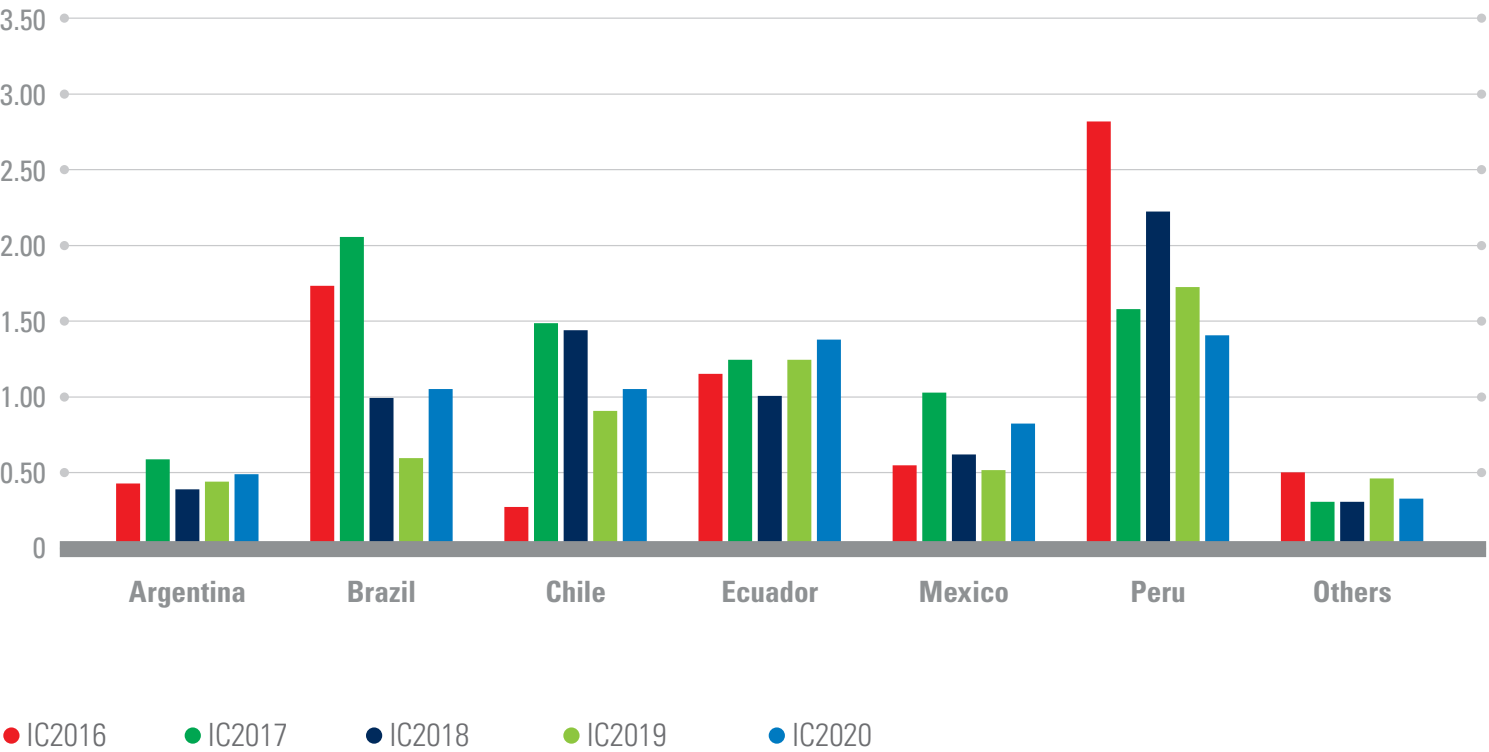
469,404 HOURS OF TRAINING IN QHSE

When new entrants join the company, they take an induction course in basic QHSE and sign up for other training programs according to the skills sets required for the post and the risks associated with the activities at each project.

Frequent training courses are a regular aspect of life at Techint E&C, as the company believes in maintaining awareness of health and safety issues front and center, and seeks to keep people up-to-date with the scope and implications of preventive standards.

The idea is to accompany employees throughout their professional growth and careers with tools and resources to continue building a preventive culture.

Adapting to a new way of working together

When the restrictions and preventive measures were announced worldwide last year to curb the spread of COVID-19, Techint E&C quickly adapted to the new forms of remote work and speedily applied the new online modalities throughout its training offer.

100% of the corporate programs and courses were transferred online without this affecting their quality.

In fact, not only was it possible to maintain the courses but the number of hours and training indicators increased over 2020, showing greater attendance.

SOME RECOMMENDATIONS TO MOVE AROUND SAFELY.

One of the positive offshoots of the pandemic was the launch of an initiative called "Towards a new way of working". A holistic approach to work and the workplace, the idea was to adapt training, development and compensation to the new reality, making the most of flexible formats. The new axes are:

- Improving agenda and priority management.
- Encouraging the adoption of new technologies.
- Promoting a more collaborative environment.
- Supporting an innovative and entrepreneurial mindset.
- Strengthening the responsibility of employees in new work settings.
- Facilitating and encouraging

the adoption of agile decision-making skills.
- Reinforcing a culture that supports constant and frequent feedback.
- Stimulating leadership skills based on active listening and empathy.
- Promoting healthy behaviors aimed at the well-being of all team members.

Managing the work climate

Techint E&C is fully aware of the importance of general well-being, understanding that good management boosts employee commitment and brings about greater productivity and quality work.

This is a continuous process involving annual benchmarking, where results are

analyzed, shared and used as input to improve people's lives at work.

As part of the Techint Group, the company carries out yearly alternating Opinion Surveys and Pulse Surveys to establish what employees think about a number of issues relevant for a suitable working environment.

The surveys are open to all salaried employees with a seniority of more than three months, and are both voluntary and confidential. The results provide vital information for company policy-making and lead to actions designed to improve the workplace climate.

Answers given in the context of some of the most relevant

categories of the Opinion and Pulse Surveys have given rise to the following programs:

Work Climate Ambassadors Program

Referents have been appointed by area to monitor the way in which the climate in each sector is managed, and provide follow-up to the actions defined. Other responsibilities include polling and recording employee queries and needs. The idea is to think through and implement actions for improvement together with Human Resources and the management of the area. So far, 64 ambassadors have been appointed in the different regions and trained in climate management skills.

Flexibility Program

This program covers all employees working in Techint E&C offices throughout Latin America. Its main objective is to encourage people to achieve a better work-life balance, by helping employees to make the most of flexible entry and exit schedules, and it has introduced concepts such as Flexible Fridays.

Gender Diversity

The company's Diversity and Harassment Free Environment Policy was drawn up in 2019, enshrining its duty to respect and provide fair treatment to all employees and other people involved in its activities.

The policy places the emphasis on equity and inclusion to ensure men and women are treated alike and offered the same opportunities, with a view to reducing some of the main gaps. The company's diversity indicators have reflected an improvement since the policy was implemented.

Focusing on parenthood, paternity and adoption leave were increased to

DURING 2020, MOST TRAINING COURSES WERE HELD ONLINE.

seven consecutive days in a row in those countries offering less leave time. Breastfeeding rooms are also available at all offices to offer new mothers more comfort on their return to work.

Personnel surveys

At the end of 2019, management at Techint Group level undertook to review the approach to measuring employee commitment. External consultants were brought in to help improve and redefine polling and objectives. The situation was analyzed according to the new direction sought by management, examining the main questions asked and comparing strengths and areas of opportunity.

The review also heard from company leaders about engagement and the

challenges of people management.

The analysis gave rise to Glint, a new platform producing high-quality data using modern technology and methodologies, integrated with the company's system for a more agile and user-friendly experience.

The platform was launched by Techint E&C at the end of 2020, when a Pulse Survey was carried out to assess changes in the workplace and how employees felt about this in the context of the pandemic.

For 2021, survey results will be shared with Management to review progress.

NORTE III COMBINED CYCLE POWER PLANT, MEXICO.
DONATION TO THE NATIONAL DIRECTORATE OF CIVIL PROTECTION.

Community relations

Techint E&C seeks to work alongside partners who share its values regarding human rights, employees, communities, and ethical business practices. The manifest objective is to grow together with those communities where it develops its projects, contributing to social and individual progress.

The company prioritizes honesty and transparency in business, values that have been the cornerstone of its conduct throughout its history.

Various tools have been implemented with a view to strengthening a culture based on ethics, including the Code of Conduct, the Business Conduct Policy and the Policy of Transparency in relations with third parties.

These are instruments regulating the way in which the company expects its employees and representatives to interact with public officials, government entities, other organizations and private individuals.

They also provide specific rules to evaluate and ensure third-party adherence to Techint E&C's ethical standards.

The company is a firm supporter of campaigns to strengthen labor, social and health inclusion systems, as carried out in the different countries where it is present.

With education as a pillar of social development, the Techint Group's Community Relations area deploys a range of different programs designed, for

the most part, to strengthen technical education at primary, secondary and tertiary level.

Scholarships are awarded to undergraduate and postgraduate students in Engineering and Applied Sciences through the Roberto Rocca Education rogram (RREP)

The main objective of the RREP is to support low-income students so that they can study strategic technical careers commensurate with skills needed in industry, such as Electro-mechanical Engineering or Geology, among others.

The program has a maximum duration of five years, or until students graduate, if this happens earlier. The scholarships provide a monthly amount to help students defray basic educational expenses and be able to devote their time to studying complex material without needing to work full-time.

Student must maintain their academic average for continued eligibility.

In 2020, on behalf of Techint E&C, 234 university scholarships were awarded in Argentina and seven in Brazil.

Merit Awards Program in secondary schools, funded by the Fundación Hermanos Agustín y Enrique Rocca

The Merit Awards program seeks to annually reward the best average grades achieved by students at high schools in the vicinity of the Techint Group's operations around the world. This is an award for excellence which

THE COMPANY SEEKS TO GROW TOGETHER WITH THE COMMUNITIES WHERE IT DEVELOPS ITS PROJECTS, CONTRIBUTING TO SOCIAL AND INDIVIDUAL PROGRESS.

acknowledges academic results as well as students' achievements in terms of class attendance and commitment to learning.

Scholarships for secondary students, channeled through the Fundación Cimientos

The company works with Fundación Cimientos to award scholarships allowing young people from low income and vulnerable backgrounds to access higher education.

These young people are accompanied by Cimientos and receive financial

support and guidance to ensure they can complete their schooling.

In 2020, ten scholarships were awarded in Argentina and four in Uruguay on behalf of Techint E&C.

Tarahumara Foundation

Techint E&C is collaborating with the Fundación Tarahumara and annually makes donations to help schoolchildren from the Sierra Madre Occidental community with their learning. The community straddles the state of Chihuahua and the southwest of the states of Durango and Sonora, in Mexico.

Other actions carried out in 2020:
- In Argentina, together with the Hermanos Agustín and Enrique Rocca Foundation, the company donated food parcels to the #SeamosUno Project, a solidarity campaign organized by Argentine religious, social and business entities and organizations. The organization raises funds for food and personal hygiene items to distribute among low-income communities in the Province of Buenos Aires. A Matching Fund (1:1) was also set up for employees from the Techint Group to join the initiative.
- In Brazil, the company annually deploys the H1N1 flu vaccination campaign for employees at head office, the Engineering Center and TEPAM. This year, as many were working remotely, several doses were not used and thus donated to those working on the front lines to curb the spread of COVID-19 in Paraisopolis, São Paulo. In June, 147 people working in the community were

ARGENTINA.
#SEAMOSUNO CAMPAIGN.

vaccinated against the flu. The initiative was coordinated by the company's QHSE and Social Responsibility areas and deployed by Central Unica das Favelas (CUFA), which provides cultural and educational services to over 5,000 communities.

- In November, the state of Tabasco, in southwest Mexico, where Techint E&C operates, was affected by heavy rains causing the Grijalva, Samaria and Usumacinta rivers to overflow. This led to serious flooding in various municipalities and communities, the most affected being Tenosique, Macuspana, Nacajuca and Villahermosa. To support those affected by the extreme weather events, the company donated 3,000 parcels of non-perishable food items.

- Donation of computer equipment.
- Delivery of teaching materials and school supplies to different institutions.
- Health, medical care, vaccination and nutrition campaigns.
- Campaigns to donate recyclable materials to cooperatives, promoting sustainable integration.
- Assistance to prestigious universities, promoting professional training in engineering and construction.
- Study grants, training programs and courses on various topics, such as sustainability, industrial and occupational safety, language learning, etc.

It should be noted that in 2020, due to the pandemic context, the Volunteers in Action program was suspended. Similarly, in-person visits to schools and universities were not undertaken for the same reason.

PREVENTION PERFORMANCE
DASHBOARD FOR OPERATIONAL PREVENTION ACTIVITIES

LTIR — TACOP
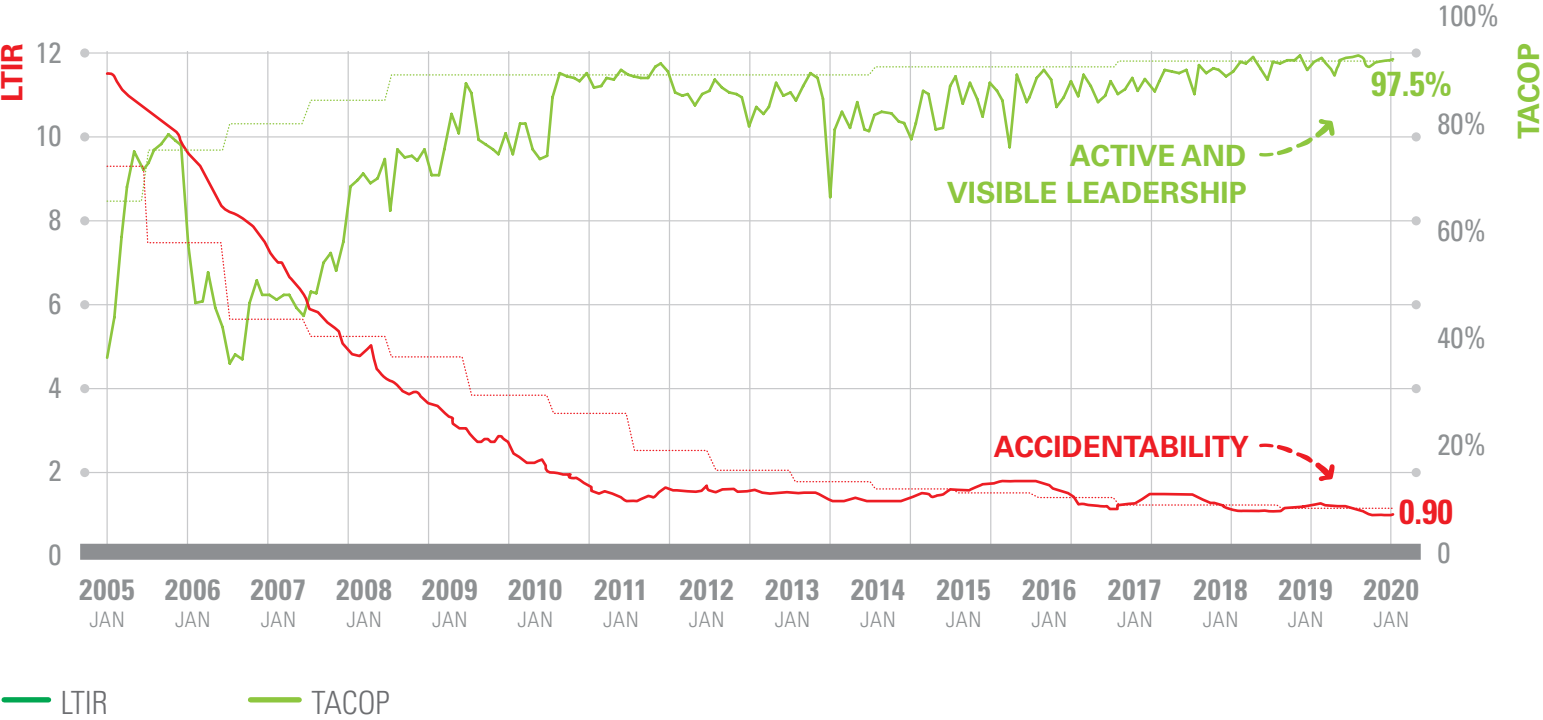
TACOP: Control Board in Operational Prevention Activities (monthly value).
LTIR: Lost Time Injury Frequency Rate (number of lost-time injuries occurring in a workplace × 1,000,000 hours worked) - Period: rolling year (last 12 months).

Preventive Culture

Integrated Management System (IMS)

The company works to foster a preventive culture as a fundamental value in people's lives. Its firm commitment to reaching the global "zero deviation" goal is enshrined in its Management Policy.

Work to achieve this objective takes shape through the IMS, a system which springs from the ongoing evolution of the company's preventive philosophy.

The results of the company's search for continuous improvement as part of the IMS can be seen in the following achievements:

- The LTIFR Index (number of accidents with lost days, based on labor-hours worked) has reduced its value by 12 times since 2005.
- Compliance with prevention activities by operational leaders has increased substantially.
- The LTIFR fell by 20% compared to 2019.

OPERATIONAL PREVENTION TOOLS ARE IMPLEMENTED BY OPERATIONAL LEADERS ON SITE.

INTEGRATED MANAGEMENT SYSTEM - IMS

CONTINUOUS IMPROVEMENT

1. Management Manual
2. Management Policy
3. Preventive Management Plan
4. Implementation and Operation
5. Verification and Corrective Action
6. Review

CONTINUOUS IMPROVEMENT

The IMS is built around six core instances that illustrate the depth of the company's commitment to achieving preventive management, quality and continuous improvement.

The **"zero deviation"** goal set for each financial year is also a slogan to inspire employees when carrying out their tasks.

During 2020, Techint E&C once again confirmed its active and visible leadership in preventive issues, showing a continued focus on what matters most. Its priorities include people's health and safety, respect for the environment, the development of resources and the concept of providing value to shareholders, partners, customers, suppliers, employees and the communities where it works.

In each of its projects and services, the company's preventive management strategy is visible in these areas:
- Visible and explicit commitment of company leaders to prevention.
- Exercise of line responsibility.
- Focus on people and their behavior.
- Efficient deviation management.
- Continuous learning.
- Teamwork.

Techint E&C rigorously programs each activity in line with specific plans for each of the issues to be addressed.

For the instance of Verification and Corrective Action, it continued carrying out its projects and services audits in online form for much of the year as part of the Corporate Assistance System.

The Review stage in the IMS is a constant exercise in improvement, as seen in the accident and incident indicators. As part of its commitment to continuous improvement, the company upholds qualities such as a critical approach and the observance of corporate values, the mainstay of business continuity.

2020 tested the solidity of the company's Integrated Management System, drawing the support of leadership and the participation of all areas in the Monitoring Committee. This response was strengthened by the commitment of the operational lines, efforts made by the Medical Services, and the training and dissemination of the company's preventive measures, which allowed the risks arising from the COVID-19 pandemic to be adequately managed.

GLOBAL ACTION PLAN

Security and health >	**Define activities**	**EXERCISE** →	**Leadership**
Quality >	**Set controls**	**ACHIEVE** →	**Total quality concept**
Environment >	**Intensify actions**	**PRESERVE** →	**Communities and environment**
Energy performance >	**Enhance programs**	**INCREASE** →	**Improvements in consumption**
Road safety >	**Manage resources**	**MINIMIZE** →	**Road safety risks**

OPERATIONAL PREVENTION TOOLS (OPT)

Risk Management	**Diversion Management**	**Communications**	**Other OPTs**
Occupational Safety Analysis	Preventive Work Observations	Training	Thematic Manuals
Operating Method of Work	Road Safety Observation	Motivation and Recognition	Strategic Contingency Plan
Change Management	Operational Prevention Inspection	Operational Meetings	Prevention Alerts
Inspection and Testing Plans	Leadership Preventive Activity	QHSE committees	Analysis of Causes

CARE AND MAINTENANCE OF THE CAMISEA PIPELINE, PERU.
TEMPERATURE CONTROL PRIOR TO ENTERING THE BUSES.

Participatory occupational health

When employees join Techint E&C, they undergo various medical examinations to evaluate their physical fitness for the performance of their tasks.

In addition to this, they receive training in occupational health, participate in campaigns and are trained in Medical Emergencies, CPR and First Aid. In each project, Voluntary Prevention Groups are set up as teams which receive specific training to act in emergencies.

The projects have Medical Service facilities of varying complexity and a Medical Surveillance Program.

This program ensures that employees with pre-existing pathologies can be assigned tasks they are suited to carry out with commensurate assistance.

The company routinely monitors the environment throughout its worksites to evaluate any physical, chemical and biological risks, as well as those which could pose a danger to psychosocial and ergonomic health.

Specific parameters are measured to protect the health of employees when carrying out their activities, so as to not aggravate pre-existing diseases, prevent the appearance of different pathologies and ensure general well-being.

The Integrated Ergonomics Plan aims to prevent work-related musculoskeletal disorders. Risk factors and physical exposure are periodically surveyed, developing specific improvements and recommendations for each task.

Ergonomic risk matrices and the *ergofiche* provide a true reflection of the real characteristics of the activity and allow associated preventive measures to be optimized.

During 2020, protecting people's health was for Techint E&C – and for society in general – a priority and one of the greatest challenges to date.

Dealing with the pandemic required the COVID-19 Monitoring Committee to meet daily with key figures from the Medical Services at each project, often joined by the heads of department of different areas. The company prioritized the frequent and regular communication of the latest protective and preventive measures taken by the national government to all employees, complemented by recommendations made at corporate level.

New guidelines and protocols were published and circulated, enabling the company to manage the pandemic restrictions as well as the health emergency. Measures included specific instructions for workers on how to perform their tasks, and the preparation of different areas of the workplace to reduce the risks of exposure to contagion.

Protocols were drawn up for all activities to ensure they were properly planned and in line with the preventive measures defined by the COVID-19 Monitoring Committee and QHSE. A key aspect was the development of a new approach to employee health and well-being, which took into account the management of employees with chronic pathologies who were most at risk and vulnerable to contagion.

A new way of working together: home office

COVID-19 has radically changed people's lives and the way they work around the world. At Techint E&C, as with many other companies, most of its office-based personnel had to shift to working from home.

The company implemented new preventive programs to provide teams

DURING 2020, SAFEGUARDING PEOPLE'S HEALTH WAS A PRIORITY AND ONE OF THE GREATEST CHALLENGES FOR TECHINT E&C TILL THE PRESENT.

with the resources to allow them to continue working remotely.

The pandemic revolutionized the company's organizational culture, obliging it to adopt new tools and skills to facilitate connectivity as well as ergonomic furniture, recommendations and training for working from home.

Other key aspects were the need to consider the psychosocial environment, examining how cognitive and family influences condition employee performance and productivity. The new reality was an opportunity to move "Towards a New Way of Working."

This program is a new approach adopted across the group that has flexibility as its axis, encompassing much more than remote work. Its aim is to ensure employee well-being, improving the work-life balance and enhancing high productivity and performance levels, and creating well connected teams.

Health and well-being

The company continues to work on the early identification and management of health risks so as to minimize their impact as part of its drive to strengthen prevention. Actions include healthy lifestyle campaigns and a participatory approach to occupational health management.

Participatory occupational health focuses on the following lines of action:
- Extension of the implementation of the Ergonomics Program applied to tasks.
- Optimization/review of medical examination protocols by job position.
- Consideration of psychosocial risk factors.
- Implementation of participatory occupational health management.
- Healthy lifestyle campaigns and physical activity programs.
- Nutritional Plan - Food Hygiene. Optimization of medical surveillance programs.
- Preventive work observations on occupational health issues.
- Health and wellness training.
- Consolidation of the Program analyzing the Problematic Consumption of Psychoactive Substances with an impact on the workplace.
- Incorporation of health management indicators in automated reports.

Occupational health in numbers

+25,200
Medical appointments
to foster better
employee health.

+21,600
Toxicological tests,
promoting a drug and
alcohol-free working
environment.

+8,200
Vaccines applied,
promoting access to
immunization programs.

+21,500
Health exams
are assessed to evaluate
people's fitness for work.

+24,900
Preventive controls
for tasks entailing
a degree of risk.

+169,900
Breathalyzer controls,
creating safe environments
and promoting containment
programs.

+487,000
Temperature controls
carried out within the
preventive protocol against
COVID-19.

+700
People included
in preventive or
follow-up programs.

+39,600
Hours of specific training
on COVID-19.

+23,000
Total training hours
on issues not related
to COVID-19.

Campaigns and other activities

Internal Road Safety Campaigns

Road safety continues to be one of the most important causes of mortality worldwide, especially among young people, according to UN data.

For the company, this represents one of the most significant risks for personnel, since long distances have to be covered to transport materials, equipment, and supplies, but most importantly, people.

Additionally, projects are often developed in complex environments: often at high altitude, where access roads and paths are in poor condition, prone to bad weather as well as animals on the loose, and significant interaction with local communities. However, these conditions, although they make road safety management more complex, are not an obstacle to rigorously addressing the issue.

During 2020, the company reviewed its Driver Qualification and Transport Driving road standards, as part of its constant search for opportunities to implement continuous improvements.

The latest developments include deploying control devices to determine the driver's level of rest, and technological improvements such as the incorporation of collision prevention systems. For personnel transport vehicles, the responsibilities of Road Coordinator and Bus Leader were reinforced and the Road Safety Observations system formalized.

Likewise, dissemination campaigns focusing on awareness and prevention alerts were carried out to create greater visibility of this issue, which is vital for company operations.

SHUSHUFINDI, ECUADOR.
ROAD SAFETY CAMPAIGN.

XXI Workshop on Quality, Sustainability and Energy Performance, Health and Safety

In November 2020, the XXII QHSE Workshop was held online for the first time, creating an opportunity for participants to reflect on ways of improving preventive management, exchanging ideas and receiving input to reinforce concepts and practices.

The Workshop sought to share not only the latest trends in Quality, Health, Safety and Environment but also present programs being carried out to establish new parameters for greater sustainability, innovation and competitiveness.

The slogan for the QHSE Workshop was "Leading the new normal", taking into account the need to adapt the engineering and construction industry to a context radically altered by COVID-19.

- 970 attendees over the four days.
- 15 countries

- Participation of customers and partners.

As well as the workshop, there were 12 monthly online meetings held for a number of corporate management committees, including the Corporate Committee, Quality Committee, the Sustainability and Energy Performance Committee, and the Medical Committee where employees from all geographic areas were able to take part.

Enabling these meetings to be held online made it possible to create a favorable environment to debate and define the best ways of introducing improvements for future action plans related to QHSE management.

Motivational Plan

Techint E&C also drew up and established guidelines for a Motivational Prevention Program, drawing attention to employees showing commitment

DRAWING CONTEST "CHILDREN IN ACTION".
LEFT: DRAWING BY ANA LÍVIA CAMPIOLI, BRAZIL.
RIGHT: DRAWING BY OSCAR FLORES, ECUADOR.

to complying with the company's Management Policy by example.

The program is aimed at promoting and strengthening proactive attitudes towards the prevention of accidents or incidents, the idea being to encourage all project personnel, whatever their level of responsibility and hierarchy, to actively participate in preventing accidents and incidents, and protect the environment.

During 2020, 38 employees were recognized for their contribution as Prevention Leaders at the various Monthly Committee meetings as well as at the QHSE Workshop. The initiative aims to encourage greater individual and group responsibility for preventive activity at each project. Also, every month at the projects, employees are recognized for preventive behavior.

Drawing competition

Techint E&C promotes healthy habits among employees and their families to create significant and sustainable changes in their quality of life. For this reason, each year, hundreds of children, grandchildren and nephews and nieces of employees are invited to take part in the art contest "Children in Action!" This is an opportunity to use images to express messages on a theme proposed each year by the QHSE department.

In 2020, under the slogan "Positive Motivation and Inspiration", children sent in drawings and messages to encourage medical and health personnel in their fight against COVID-19.

Key Prevention Principles

Techint E&C disseminates its Key Prevention Principles, to foster preventive management habits among employees.

In addition, it has 10 Rules that Save Lives and 10 Rules that Mark Quality.

PROPORTION OF PURCHASES FROM LOCAL SUPPLIERS AT LOCATIONS WITH SIGNIFICANT OPERATIONS
%

● 2017   ● 2018   ● 2019   ● 2020
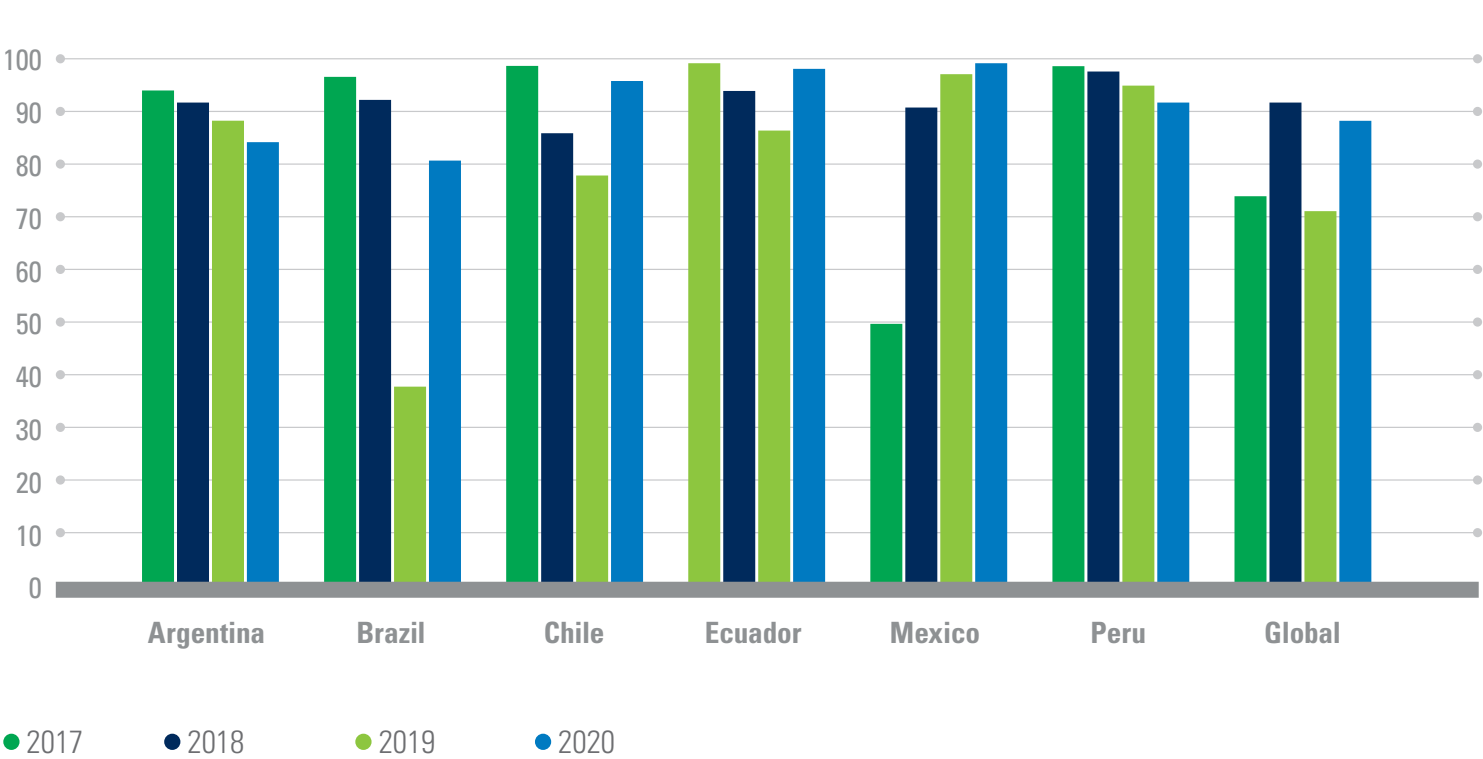
Commitment to the value chain

The supply purchasing process runs from the moment a purchase or contracting need arises until the expiry of the warranty period for the products.

Subcontractors and suppliers are instrumental to quality services and products, the reason why Techint E&C has developed a series of actions designed to foster their compliance with its internal quality and ethical standards, intrinsic to its organizational culture.

Suppliers and subcontracts are subject to ongoing evaluation.

This ensures a core of reliable and trustworthy entities able to uphold and promote ethical and responsible behavior throughout the value chain.

At its projects the company takes into account different purchasing aspects, depending on the supplies and services required. These include the type of undertaking, legal requirements, the commitments assumed with its customers, and, fundamentally, the availability of supplies at the location.

Based on its long-standing relationship with local suppliers in the countries where it operates, during 2020, Techint E&C bolstered this relationship to mitigate the impacts of the pandemic.

The aim was to guarantee supplies to the works, adapt safety protocols, reduce logistics times, maintain the payment chain, and other actions to continue operating.

Programa ProPymes

The Techint Group has a long-standing program to help its SMEs customers and suppliers as part of its value chain. Its objective is to promote productive investment, the export capacity of related companies and promote efficient import substitution.

The ProPymes Program also seeks to channel the transfer of know-how and

PROPORTION OF PURCHASE FROM LOCAL SUPPLIERS
ACCORDING TO TYPE OF SUPPLY

● 2019   ● 2020
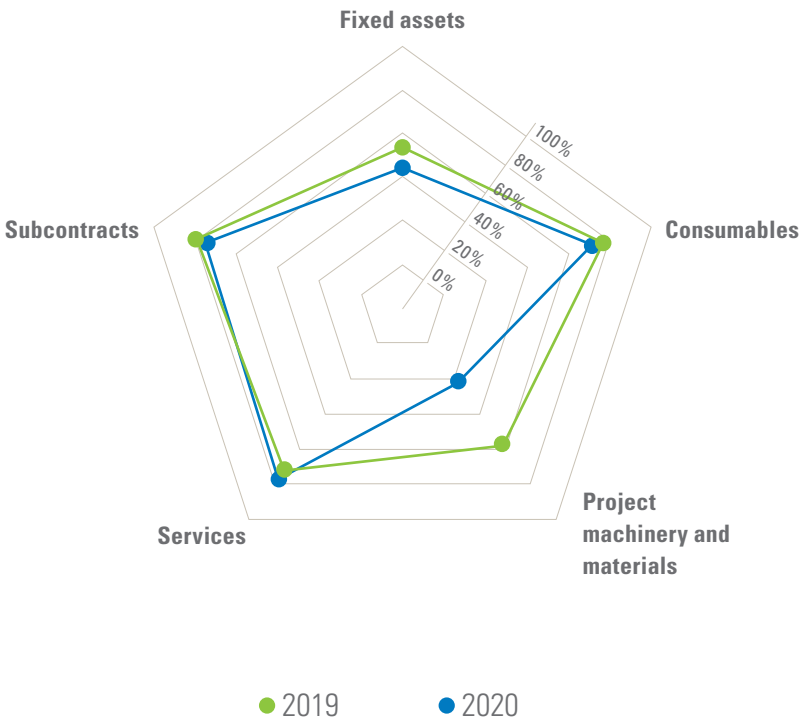
Type of supply	Proportion of spending on local suppliers	Variation vs. 2019
Fixed assets	74%	+10%
Consumables	96%	+4%
Project machinery and materials	78%	+35%
Services	92%	-5%
Subcontracts	99%	+3%
Global	88%	+17%

promote associative links between large companies and their value chain as well as between SMEs themselves.

Customer satisfaction

Techint E & C's commitment and dedication to customer satisfaction are an active feature of each project it carries out and the services it provides. This commitment is one of the pillars defined in the company's Mission and Vision, and is crucial to its long-term success.

To establish the level of customer satisfaction early on and detect areas for improvement, the company has implemented a methodology that compiles data from various sources: meeting minutes, employee comments, claims and complaints, verbal or written communications, satisfaction surveys and corporate audit protocols, for instance.

Aspects highlighted by customers

In general, customers are in agreement as to the aspects of the company's work most worthy of mention:

- Quality of project work, documentation and level of reporting.
- Levels of integration, teamwork and communication in the different areas.
- High response capacity and good performance in the face of inconveniences and difficulties arising during the project.
- Technical skills and the value of preventive management.

As areas for improvement, the most relevant comments refer to the need to optimize the effectiveness of training, task planning and delivery times for critical supplies.

Future challenges

Preventive management actions are aimed at broadening and deepening commitment to QHSE at all levels of the company, identifying those aspects with the greatest impact on the activities carried out.

Objectives:

- Establish defined, cross-sectoral representative processes, and streamline associated documentation.
- Monitor and evaluate performance throughout processes.
- Develop and measure the effectiveness of the QHSE communication programs, education and training at the different levels of the organization, to ensure the skills necessary to sustainably achieve expected QHSE performance standards.
- Strengthen the QHSE performance measurement process through the comprehensive review of the process: definition, calculation, communication and auditing of functional indicators and associated objectives.
- Ensure traceable and sustained compliance with internal and external regulatory requirements.
- Efficiently and sustainably implement the execution of operational prevention tools in all dimensions.
- Achieve an objective and measurable reduction in deviations in relation to implementation.
- Implement a deviation management culture, based on a unified approach to reporting, communication, research, improvement and learning methodology.

QUEBRADA BLANCA, CHILE.
HYDRATION POINT.

- Consolidate the preventive program for the Identification, Evaluation and Management of Risks in Operational and Labor Processes.
- Identify and control health risks early, managing them to minimize their consequences.

Actions:

- Investigation and management of deviations with high incident potential.
- Specific risk identification, evaluation and management training program.

- Further work on road safety, focusing on people's behavior, implementing technological improvements and new prevention awareness campaigns.
- Measurable effective training program to achieve improvements in employees' technical and professional skills.
- Standard of resolved deviations greater than 90%.
- Cost of deviations: cost of non preventive quality.
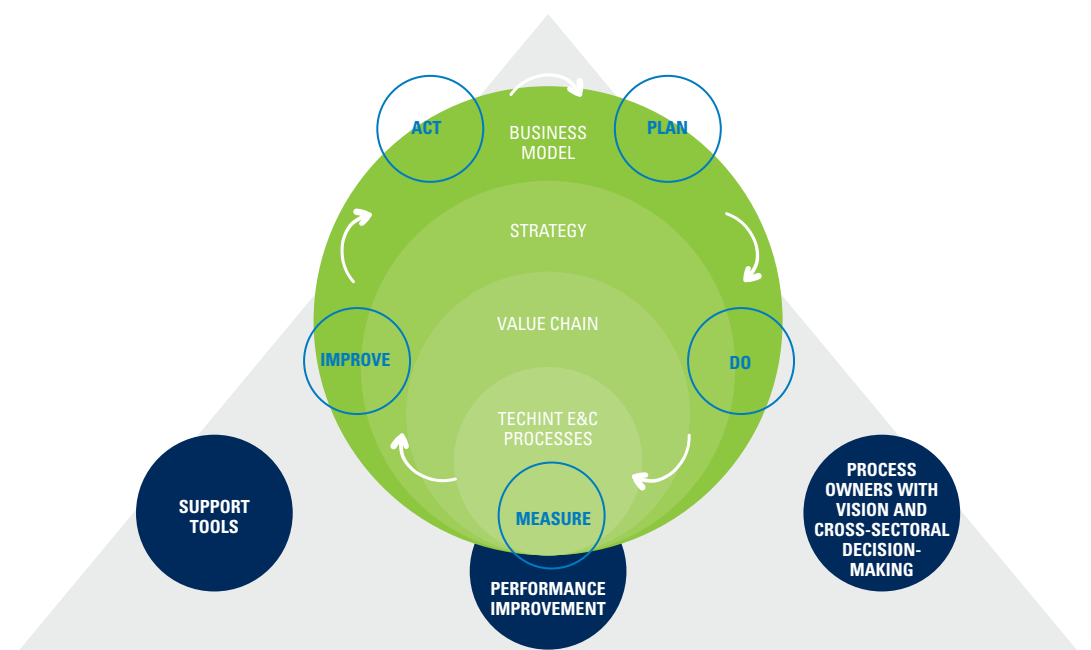- Digital transformation to support preventive management.

QUALITY AND TRACEABILITY IN MANAGEMENT

At Techint E&C, Quality is one of the pillars of the Integrated Management System (IMS), both from a technical point of view, through exhaustive quality control, and from an administrative point of view, working to define, integrate and improve all processes.

The principal objective is **"zero deviation"** involving, from a quality perspective, the need to define and deploy company processes to maximize efficiency and minimize the use of resources. These efforts center on preventing re-working, and specific task-oriented objectives are defined according to the level of expected results, which taken as a whole, improve company performance with an impact on overall results for all stakeholders especially customers.

An intrinsic part of sustainable management is ensuring the traceability of all activities, which involves identifying those responsible for each process and tasks.

PROCESS MANAGEMENT

ACT
PLAN
BUSINESS MODEL
STRATEGY
VALUE CHAIN
IMPROVE
DO
TECHINT E&C PROCESSES
MEASURE
SUPPORT TOOLS
PERFORMANCE IMPROVEMENT
PROCESS OWNERS WITH VISION AND CROSS-SECTORAL DECISION-MAKING

QUALITY MANAGEMENT
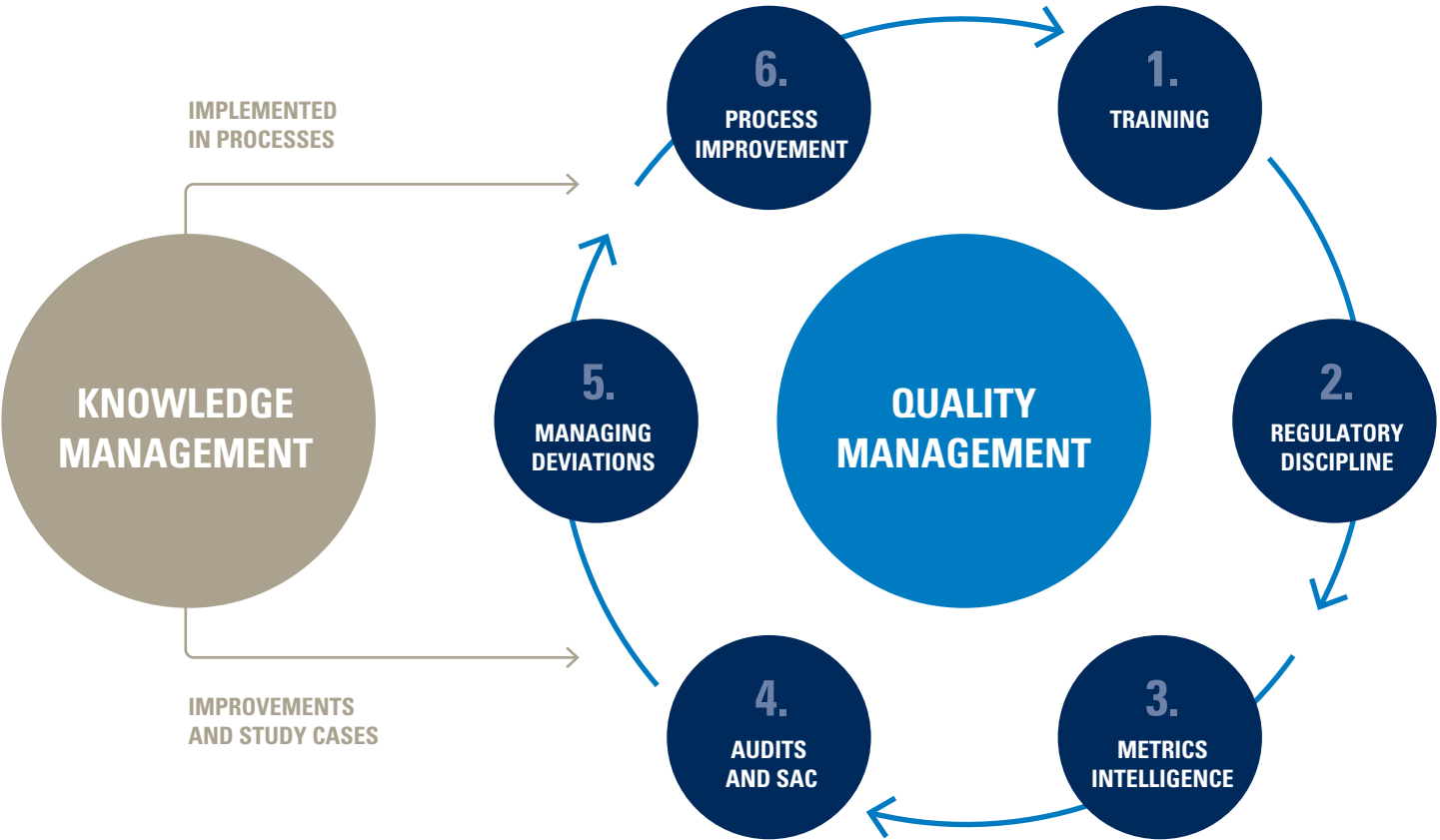
The objective is to achieve development based on the availability and integrity of information, the transparency of the results obtained and the rapid implementation of corrective actions to improve continuously over time.

Quality management

In management terms, the company's annual objectives are defined as an intrinsic aspect of the IMS and its pillars. This not only ensures strategic alignment but also the achievement of the results expected in each of the processes.

Quality management involves a range of different aspects which are taken into account at different stages in the process.

These include training, regulatory discipline, metric intelligence, Systems Audit and Control (SAC), deviation management and process improvement. The data is fed back into the system with added value thanks to knowledge gleaned from practical experience and managed and implemented as part of different processes.

Quality control

Quality activities in terms of "control" aim to guarantee that products and services are adequate for use with respect to their specifications, requirements, applicable legislation and reference standards established as criteria for acceptance or rejection.

During 2020, work continued on the concept of "getting things right the first time around", involving a focus on identifying deviations in quality and quantifying their impacts, known as the "Costs of Non-Quality".

The statistical analysis carried out on the cases selected for work meant it was possible to determine which problems had the greatest impact in economic terms on Techint E&C's projects. This also meant that it was possible to apply the necessary corrective and preventive actions. At the same time, the process allowed a range of actions with a direct impact on increasing efficiency to be identified.

QUALITY CONTROL

The graph represents the interaction of the Quality Control function within the Quality Management Process and with the rest of the stakeholders.

Quality for sustainable development

For Techint E&C, its business priorities are about being sustainable over time, economically profitable and achieving high levels of Quality, Safety, Environmental Protection and Occupational Health.

The company routinely deploys content digitization initiatives to promote the use of new tools that contribute to increasing task reliability and efficiency. The idea is to reduce the likelihood of re-working which affects the consumption and use of resources, thus also reducing its impact on the environment.

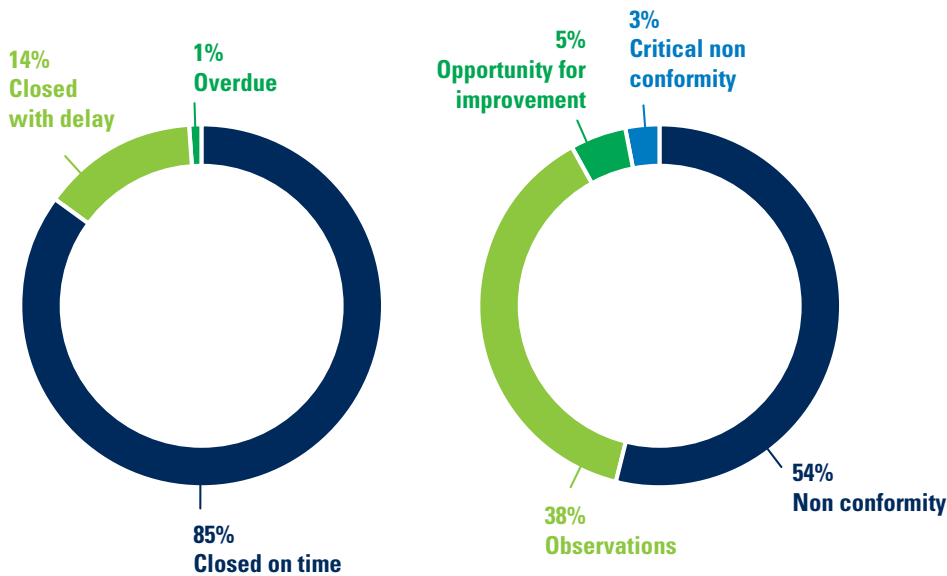### Key objectives of digitization initiatives:
- Agility in processes.
- Error reduction for greater reliability.
- Online availability of results.
- Traceability of documentation.
- Efficiency in the management of Quality DataBooks.
- Environmentally friendly.
- Training people.

A crucial element of this strategy has involved standardizing and unifying all the company's quality control and management reports on a single platform, allowing for the interactive and dynamic display of relevant information, enabling decision-making at all levels.

Other sustainable initiatives for Quality:
- Specific training in digital formats.
- Preventive in-field monitoring routines in digital format, available on mobile devices and integrated into the IMS.
- Digital tools for traceability in pipe welding.

DEVIATIONS

14% Closed with delay
1% Overdue
85% Closed on time

5% Opportunity for improvement
3% Critical non conformity
54% Non conformity
38% Observations

The objective: to develop a high performance organization in a sustainable way, achieving results.

- Communication and interaction between the different functions.
- Development of a platform for deviation management.

Performance development

The company is profoundly vested in the continuous improvement of its processes. Its Integrated Management System is founded on Quality as a core value, along with sustainability, safety, and occupational health, as part of continuous efforts to satisfy customer requirements.

A key aspect of Quality is eco-efficiency, entailing the optimization of resources such as water and materials used in project execution. The continuous search for improvement in process and the rational use of inputs is a priority for sustainability.

The company has a stringent system of performance checks and balances in place to ensure that any deviations occurring at operational as well as management level which pose a threat to efficiency are dealt with at an early stage with a view to preventing or minimizing reoccurrence.

The systems of checks and balances form part of the company's management objectives, where the lessons learned in each case are capitalized and used as reference.

KNOWLEDGE MANAGEMENT IN TERMS OF QUALITY

PEOPLE WILLING TO PARTICIPATE AND CONTRIBUTE IN CONTINUOUS IMPROVEMENT. + MOTIVATION AND COMMITMENT → **QUALITY TOOLS AND LEAN MANAGEMENT. TRAINING IN PROCESS MANAGEMENT. TRAINING IN STANDARD MANAGEMENT**

PEOPLE OPENLY SHARING PROBLEMS AND DEVIATIONS. → **TECHNIQUES FOR INVESTIGATING PROBLEMS AND MANAGING DEVICES. MANAGEMENT SYSTEM AUDITS.**

PEOPLE SHARING THE IMPORTANCE OF THEIR CONTRIBUTION AND ROLE IN THE ORGANIZATION. → **DEFINITION OF JOB PROFILES, TRAINING MATRIX, EVALUATION AND DEFINITION OF TRAINING NEEDS.**

Project Performance Evaluation

Measuring and evaluating performance and the achievement of objectives helps to enhance the company's transparency, communication and credibility.

Processes are defined in tandem with benchmarking measures, involving the identification of associated Key Performance Indicators (KPIs) to monitor, evaluate and improve performance.

Work continued throughout 2020 to adapt the KPIs as part of the ongoing process to achieve improvements in the company's Project Performance Index (PPI).

The Index groups together the principal performance indicators required to monitor the results of a project and create input to enable decision-making.

Knowledge Management for Quality

Cross-sectoral feedback for Quality management is fundamental input for the development of Knowledge Management. The idea is to boost the efficiency of decision-making capabilities by making sure that everybody can contribute to the overall expertise being developed. Work is continuously carried out to add as much value as possible to the data, taking into account its availability, completeness and clarity as well as its relevance to the experiences obtained in the execution of each project.

A SHARED COMMITMENT

STANDARDIZED AND EFFICIENT PROCESSES WHICH ARE:

PREDICTABLE | FLEXIBLE
CONTROLABLE | SUSTAINABLE
INNOVATIVE

RESULTS

ETHICS, THE BASIS OF TRANSPARENT MANAGEMENT

The COVID-19 pandemic obliged the company to take extraordinary measures to ensure the well-being of its employees, as well as the continuity of its operations. However, this has not altered its commitment to ethics and transparency, which are core management values.

Within the framework of current legislation, Techint E&C acts in accordance with the Universal Declaration of Human Rights and the principles enshrined in the Declaration of Fundamental Principles and Rights at Work of the International Labour Organization (ILO). These include the prohibition of child labor, forced labor and arbitrary discrimination, as well as the recognition of the rights to freedom of association and collective bargaining.

In July 2019, the company's application to be a Signatory of the UN Global Compact was accepted by the United Nations. The company adheres to the Ten Principles of the Global Compact, covering human rights, labor rights, the environment and the fight against corruption within its area of influence.

Ethics and Integrity
The Techint E&C Code of Conduct, has been in force since 2005. Updated in 2016, it establishes the ethical principles underlying the relationships between the company, its employees, customers, partners and suppliers. It provides the means and instruments required to guarantee the transparency and integrity of any issues that could affect the correct administration of the company.

Additionally, a Code of Conduct for Suppliers has been implemented that reflects the standards applicable to all subcontractors and suppliers, and includes guidelines to avoid conflicts of interest.

It also contains regulations concerning gifts, hospitality, the prohibition of bribery, the procedures to complain about improper behavior, and the duty to comply with laws and commercial regulations, among others.

Techint E&C also implemented a Business Conduct Policy which details all the rules required to comply with the requirements enshrined in its Code of Conduct. It also makes reference to local and international legislation prohibiting corruption and bribery. Among others, these laws include the United States Foreign Corrupt Practices Act (FCPA) which covers, but is not limited to:
(i)   prohibited payments,
(ii) due diligence when hiring employees, representatives, agents and contractors,
(iii) compliance and training for employees,
(iv) reporting and internal investigation of alleged violations.

The Code of Conduct, the Code of Conduct for Suppliers and the Business Conduct Policy are publicly accessible and available in four languages on the Techint E&C website.

All salaried employees are required to declare in writing that they are aware of and undertake to comply with the Code of Conduct and the Business Conduct Policy, as a condition of employment.

Additionally, the company holds periodic information campaigns requiring all employees exposed to compliance risks to certify that they comply with the Code of Conduct and the Business Conduct Policy and commit to continue complying with these and all related procedures.

Lastly, the Transparency Policy defines basic guidelines governing behavior between employees, as well as their relationships with third parties. This commitment is based on transparent management in accordance with international and national legislation as well as with internal regulations, and is essential to secure and maintain the trust of the stakeholders with whom the company interacts.

TRANSPARENCY LINE
THE THREE CHANNELS AVAILABLE TO REPORT

Phone:
contacting a toll free number defined for each country in which the company operates.
Available on the page www.techint.compliance-line.com.

Website:
completing an on-line form through the page
www.techint.compliance-line.com.

E-mail:
writing to
auditoria_responde@techint.com.

Transparency Line

The Transparency Line is a confidential channel through which employees, suppliers, customers and the community in general, can report situations or behaviors contrary to the principles enshrined in the Code of Conduct.

The success of these channels depends on protecting the identity of whoever uses them, aimed at encouraging the use of a tool that purports to ensure transparent habits.

The Corporate Audit Department receives the reports made, and analyzes them regardless of the origin of the complaint in tandem with adopting all the precautions required to ensure that utter confidentiality is respected throughout the process.

Business Conduct Compliance Officer

The remit of the Business Conduct Compliance Officer appointed by Techint E&C is global in nature, covering training, communications and advice on ethics policies and procedures.

The BCCO is responsible for setting, updating, designing and monitoring the Business Conduct Compliance Program, performing the commensurate monitoring activities and risk prevention verifications as well as investigating any possible violations of the program.

Business Conduct Compliance Program

The Program is based on the Business Conduct Policy and establishes a series of procedures to prevent acts of corruption and ensure employees adhere to the company's ethical principles and anti-bribery provisions. These procedures are based on surveys that are carried out regularly to identify risk factors and good practices.
As part of this survey, the Compliance Officer and their team periodically visit projects and locations where the company carries out its activities, conducting training and interviewing those responsible for each location.

Together with the Code of Conduct and the Transparency Policy, the Program regulates the way in which employees are expected to interact with public officials, government entities, other organizations and private persons.

It also provides specific rules to evaluate and ensure the adherence of third parties to the company's ethical standards, enlisting their commitment to comply with applicable laws and regulations.

In addition, it contains procedures that establish the processes and levels of authorization required to make donations and charitable contributions as well as procedures related to gifts, business trips, hospitality expenses and accommodation, in addition to meals offered to third parties.

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Techint E&C is convinced that its commitment
to the pillars of sustainable development
and to interdisciplinary work with stakeholders,
thanks to their involvement in the company's
processes will allow it to advance towards
the implementation, development and
materialization of sustainable projects.

2020
**SUSTAINABILITY
REPORT**

TECHINT
Engineering & Construction