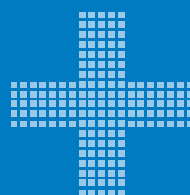


Report on Diversity and Inclusion

JULY 2025–JUNE 2026





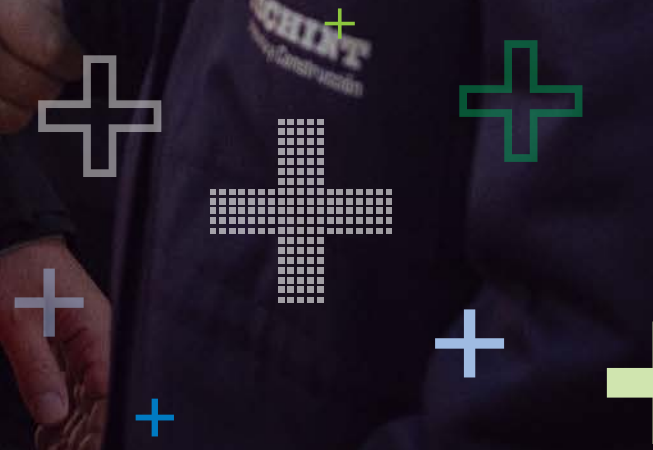
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01

**Message from
our CEO**



Message from our CEO



Diversity is built through concrete decisions

At Techint E&C, diversity, equity, and inclusion are not a stand-alone statement. They are guiding principles embedded in how we build teams, develop talent, and execute projects in increasingly complex environments. I firmly believe that a company capable of bringing together different experiences, cultures, and perspectives is better prepared to innovate, anticipate challenges, and create sustainable value.

Today, we are more than 16,000 people representing 25 nationalities and four generations, working across different regions and operational settings. That diversity is part of our identity. The challenge is to turn it into a tangible experience of inclusion, so that every person can find opportunities for professional development and growth, whether in an office, at a construction site, or on a project.

Over the past year, we took steps that reflect both our progress and the scale of the journey ahead. Women's representation within the company increased and reached 15% of leadership roles. More than 380 women participated in the Women's Inclusion and Training Program for Construction Sites, completing more than 27,000 hours of training. We also strengthened the inclusion of people with disabilities, expanded development and support programs, and trained 4,526 people on the Diversity and Harassment-Free Workplace Policy.

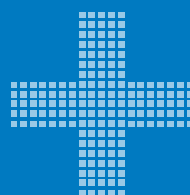
Creating opportunities in operational and technical positions, reviewing facilities and infrastructure, strengthening inclusive leadership, and maintaining workplaces free from discrimination, violence, and harassment are actions that reflect our decisions and their impact within the company. At the same time, they remind us that gaps remain and drive us to continue working in this direction.

Our commitment is to continue moving forward with consistency, measurable results, and shared responsibility. Inclusion becomes real when it is reflected in everyday decisions, in the way we lead and listen, and in the opportunities we can create. We want every person to be able to realize their full potential, and for that collective capacity to strengthen our teams, our projects, and the future of Techint E&C.



Oscar Scarpari
CEO





02

Our people



Our people

Data as of June 2026

16,000+



people work at Techint E&C



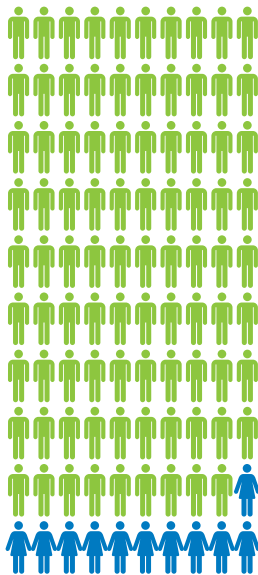
89%

of our employees are **men**.



11%

of our employees are **women**.



Gender representation

75% of our employees work in operational roles.

7% of employees in operational roles are women.

25% of our employees work in indirect roles.

22% of employees in indirect roles are women.

1,000+ employees hold leadership roles.

15% of the leadership roles are occupied by women.

380+ women participated in the Women's Inclusion and Training Program.

Employees with disabilities

65+ people with disabilities

Our workforce includes people with physical, sensory—including hearing and visual—psychosocial, intellectual, multiple, and speech or language disabilities.

Brazil, Ecuador, and Chile have the largest numbers of employees with disabilities in the company:

Brazil:
24

Ecuador:
23

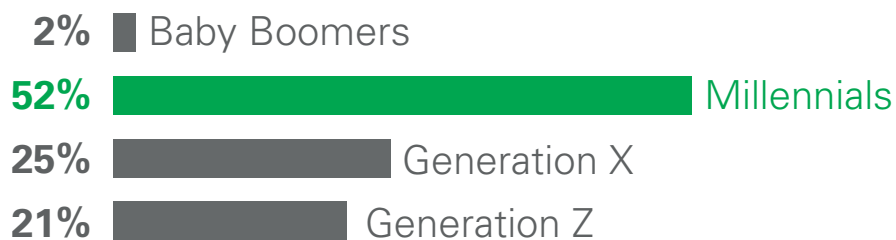
Chile:
16



Inclusion programs have been implemented in six countries:
Brazil, Chile, Colombia, Ecuador, Mexico, and Peru.

Generational diversity

Four generations work side by side at Techint E&C.



40+ years of support for young talent

Through our Graduate Professionals (PJ), Young Professionals (JP), Internships and Summer Educational Practices (PEV) programs.

Multiculturalism



25
nationalities
represented

Argentine
Mexican
Chilean
Ecuadorian
Brazilian

Peruvian
Colombian
Indian
Italian
Venezuelan

Bolivian
American
Uruguayan
Paraguayan
Spanish

Cuban
Egyptian
Nicaraguan
Nigerian
British

Russian
Salvadorean
Panamanian
Dominican
Honduran

03



Our governance

Our governance

Diversity, equity, and inclusion demand more than good intentions. They require a clear strategy, robust governance, and the commitment of people throughout the organization.

The Governance Committee for Diversity, Equity and Inclusion is working to integrate this agenda in the way we manage the company. During this period, we strengthened our global structure, consolidated our specialized subcommittees, launched new development programs, incorporated competencies related to diversity and inclusion into our organizational framework and expanded the mechanisms used to monitor the progress of our initiatives.

This work is made possible by the commitment of leaders and representatives from different regions and functions. Their diverse perspectives help translate our shared vision into concrete actions, adapted to the realities of each country and project.

As a Committee, our purpose is to continue driving initiatives that support the development of our people, strengthen our teams, and contribute to building a company where everyone has the opportunity to grow and make a meaningful contribution.



Claudio Perillo

President of the Andean Region, Sponsor of the Governance Committee for Diversity, Equity and Inclusion

Our governance

Members of the Governance Committee for Diversity, Equity and Inclusion 2025–2026



**Claudio
Perillo Faria**

President
Andean Region



**José Angel
Ferreiro**

Chief Supply
Chain Officer



**Rodrigo
Francoso
Martini**

Legal Director
Brazil Region



**Diana
Verónica
Leiva**

Legal Director
Northern Region



**Pamela
Stella
Hernández
Chávez**

Knowledge
Mgmt. Manager



**Oscar Darío
Navas
Gómez**

Business
Development
Director Andean
Region



**Agustín
Daniel Giudici**

Steel & Mining
Design Engineer



**Vanessa
Mota**

Community
Relations and
D&I Sr. Manager

Members and local representatives of the Diversity and Inclusion Area

CORPORATE



Vanessa Mota

Community Relations and D&I Sr. Manager



Luján Nölter

Diversity & Inclusion Manager



Santiago Aceiro

Diversity & Inclusion Expert



**ANDEAN
Kaori Kanashiro**

Training & Development Manager



**BRAZIL
Jennyfer Mariano**

Human Resources Leader



**NORTHERN
Ana Karen Miranda**

Training, Dev. & Talent Attract. Manager

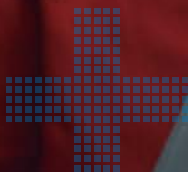


**SOUTHERN
Luján Nölter**

Diversity & Inclusion Manager

04

**Strategic lines
of action**



Strategic lines of action

04

Building a more inclusive culture

Throughout the 2025–2026 period, we built on the progress of our *+diversidad* Program with global and regional initiatives designed to support our people's development, advance inclusion, and foster workplaces grounded in fairness and respect.

Now in its third year, the Program is gaining momentum. We have set up subcommittees and turned key initiatives into permanent programs, while expanding leadership development and training. Across our projects and locations, new initiatives and more opportunities for dialogue and learning are helping inclusion take root in every region.

This progress is also changing how we manage the company as we continue to integrate diversity and inclusion into the way we work. Stronger governance, well-established programs, and broader involvement across functions and regions are increasingly shaping the way in which we make decisions.

Yet there is still much to do. Women remain underrepresented in an industry historically dominated by men; barriers continue to limit opportunities for people with disabilities; and inclusive leadership must become more visible throughout the company. These challenges will remain central to our work in the years ahead.

We know that an organization's culture does not change overnight. It evolves through the decisions we make, the behaviors we encourage, and the opportunities we create every day. We will continue investing in our people and strengthening our teams so that respect, inclusion, and equal opportunity become defining features of how we work.



Vanessa Mota
Community
Relations and D&I
Sr. Manager



A strategy for lasting change

The *+diversidad* Program turns our commitment to diversity, equity, and inclusion into action. By bringing together leaders, specialized teams, and regional experts, we create opportunities for people across Techint E&C to participate, develop, and grow, strengthening our culture across functions and regions.

Our approach encompasses **four areas of action: Gender and Sexual Orientation, Disability, Generational Diversity, and Multiculturalism**. This work is carried out in line with **four strategic management pillars: Culture and Commitment; Awareness Initiatives; Governance for Diversity, Equity, and Inclusion; and Management and Metrics**. Together, they provide a clear framework for shaping and advancing our initiatives, programs and actions throughout our regions.



Areas of work



Gender and Sexual Orientation

We want Techint E&C to be a place where people of all sexual orientations and gender identities are respected and have the same opportunities to develop, advance, and fulfill their potential.



Disability

According to the World Health Organization, an estimated 16% of the world's population—around 1.3 billion people—experience significant disability. We work to remove physical, cultural, and attitudinal barriers so that people with disabilities can participate fully and equitably in the workplace and the wider community.

Through targeted programs, training, and regional initiatives, we are making our workplaces more accessible and creating greater opportunities for everyone to develop and contribute.



Generational Diversity

We encourage dialogue and collaboration across generations, drawing on the value of experience, innovation, and different perspectives. We are working to ensure that age is never a barrier to professional development and that everyone can grow, contribute, and learn at every stage of their career.



Multiculturalism

We value the wealth of perspectives that people from different countries, regions, and communities bring to our company. Our goal is to create a workplace where people from all backgrounds are represented, heard, and able to develop—and where cultural diversity strengthens how we work together.

The pillars of our approach

1. Culture and Commitment

We work to make our leaders' commitment visible and enduring, backed by clear policies that make diversity, equity, and inclusion (DEI) part of how the company works.

- Signatory to the UN Global Compact since 2019
- Commitment to DEI incorporated as a key competency in employee assessments and development plans
- Annual DEI Survey.



2. Awareness Initiatives

We turn awareness into action through training, programs, and practical initiatives that help make our workplaces more inclusive.

2.1 International Women's Day

Throughout March 2026, we held a series of regional conversations under the banner *Career stories: In their own words*. Women from different countries and parts of the business spoke candidly about their career paths, experiences, and professional challenges.

Held in a hybrid format, the sessions connected colleagues from Argentina, Brazil, Chile, Ecuador, Mexico, Spain, Italy, and India. Themes emerging from the Diversity, Equity and Inclusion Survey shaped conversations about career development, leadership, opportunities, and challenges, creating room for honest exchange, learning, and collective reflection.

These stories brought different realities within the company into view, while helping participants share knowledge and build support networks across borders. Speakers and participants alike valued the opportunity to learn from one another, explore new possibilities, and consider how we can create fairer, more inclusive workplaces.

The initiative strengthened a sense of belonging, encouraged collaboration across regions, and renewed our shared commitment to building an organizational culture based on equity, respect, and equal opportunity. Spaces such as these enable us to see how far we have come, share challenges, and pinpoint what still needs to change if everyone is to develop and advance freely without bias.



The pillars of our approach

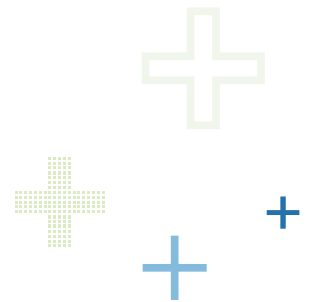
2. Awareness Initiatives

2.2 World Day for Cultural Diversity for Dialogue and Development

Our projects bring together people from many countries, cultures, and backgrounds, making cultural diversity a fundamental part of the way we work. In May and June 2026, we ran a global campaign designed to prompt reflection on how this diversity of experience and perspective enriches our work at Techint E&C.

The campaign featured articles on our intranet and website, an institutional video, and a series of short videos and stories. Colleagues from different locations and regions shared personal experiences of adapting to new environments, learning from other cultures, and finding common ground.

Their stories showed how people can remain true to their identity while learning from one another, and how that exchange builds stronger connections across multicultural teams.



2.3 International LGBTQ+ Pride Day

During Pride Month, we ran an awareness campaign centered on respect, open dialogue, and the importance of making sure everyone feels able to be themselves at work.

The campaign focused on the everyday choices that make inclusion real: listening before forming judgments, respecting experiences we may not fully understand, and recognizing when our words or actions might leave others feeling excluded.

Through content shared across our internal channels, we reaffirmed our commitment to a culture based on respect; one that values diversity and offers everyone the same opportunities to develop and contribute.



2.4 International Day for the Elimination of Violence Against Women

To mark this date, we held an awareness activity and invited colleagues to examine the many forms violence against women can take—and what organizations can do to help prevent it, recognize warning signs, and support those affected.

More than 50 people from different functions and regions took part in an awareness webinar that brought these difficult issues into an open, informed conversation. The session reinforced the importance of care, respect, and shared responsibility in creating a workplace where people feel safe and supported.

The discussion explored key concepts related to gender-based violence and how its effects can extend into the workplace. Participants were also introduced to our Domestic Violence Support Policy and the Employee Assistance Program (EAP), which offers guidance and help to employees facing difficult personal or family circumstances.



2.5 Diversity and Harassment-Free Workplace Policy

In 2025, we launched the global We Need to Talk campaign to bring the principles of our Diversity and Harassment-Free Workplace Policy into everyday working life.

Through training and awareness activities, the campaign helped employees understand how respect and non-discrimination translate into daily behavior, recognize different forms of workplace violence, and use the appropriate channels to report concerns.

The campaign reached over 4,500 people, totaling over 9,000 training hours.

Highlights

4,526

people completed the training.

9,034

hours of training delivered.

87%

global reach.

Participation across **every region.**

The pillars of our approach

3. Governance in Diversity, Equity and Inclusion

Our global and regional governance structure gives our diversity and inclusion work continuity and reach. It allows us to monitor progress, build on what works, and extend successful initiatives across our locations and projects.

3.1 Establishing the Subcommittee for People with Disabilities

During 2025 we created the Subcommittee for People with Disabilities to bring greater focus and coordination to our work on disability inclusion, accessibility, and full participation of disabled people across the company.

Representatives from different regions work together to share good practices, identify where change is needed, and turn their insights into action. Their efforts focus on how to remove the physical, cultural, and attitudinal barriers preventing people with disabilities from participating fully in the workplace.

The creation of the Subcommittee is a crucial step toward the consolidation of a more structured and sustainable global disability agenda.



"I believe that exclusion comes at a cost: it means overlooking the talent and abilities people can bring to their work, as well as the value they can create."

Pablo Mignone, Specialist Design Engineer Steel & Mining, and member of the Subcommittee for People with Disabilities



"As a person with a disability, I believe it's important to have an active voice, not only to advance inclusion, but also to strengthen a genuine sense of belonging within the company."

Isabela Giaretta, Training & Development Analyst, and member of the Global Subcommittee for People with Disabilities

3.2 Inclusive facilities at project camps

In 2026, the Gender and Sexual Orientation Subcommittee led a global review of the infrastructure standards at project camps and washroom facilities across Techint E&C projects.

The review identified where our corporate guidelines for camps and bathrooms could be updated to better meet the needs of an increasingly diverse workforce. This work will inform more inclusive standards, adapted to the regulations and specific circumstances of each country in which we operate.



The pillars of our approach

3. Governance in Diversity, Equity, and Inclusion

The proposal covered the design criteria for washroom and accommodation modules, as well as more flexible layouts that can be adapted to the composition of the teams working on each project.

Recommendations included individual gender-neutral washrooms with adaptable signage, removing limitations inherited from facilities originally designed for an exclusively male workforce, and introducing ways to reconfigure living areas around the actual needs of each project.

By bringing diversity and inclusion into infrastructure design, the initiative translates our commitments into practical improvements in working and living conditions—helping our facilities keep pace with the changing needs of our workforce and industry.



“This initiative grew out of a clear purpose: to help address barriers to equal opportunity across genders in a practical and responsible way. Knowing that Techint E&C shares this commitment is deeply encouraging and motivates us to keep working to make this a better place for everyone, every day.”

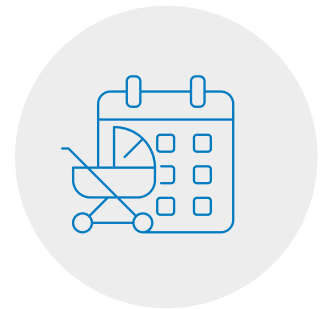
Oscar Victoria,
Estimating Manager and Member of the Gender and Sexual Orientation Subcommittee

3.3 Flexibility for parents and extension of leave

Becoming a parent brings significant changes to every part of life, including work. We continue to expand the support available to employees who welcome a child through birth or adoption, helping them balance their new family responsibilities with their professional lives.

Our benefits and flexible policies give new parents greater time, flexibility, and practical support during this transition. They are designed to support their well-being, ease the transition back to work, and enable a gradual and sustainable return to the workplace.

These measures include extended leave following a birth or adoption, flexible working arrangements for new mothers and fathers, and additional benefits to support families throughout the child's first year.





4. Management and Metrics

We create opportunities for our people to develop professionally, support their well-being, and advance on equal terms. Clear indicators and regular monitoring show us what is working, where gaps remain, and how we can continue improving our programs.

4.1 Leadership Accelerator for Women in Construction (LAWIC)

In 2026, the Leadership Accelerator for Women in Construction (LAWIC) program, developed by AmbitionTheory, returned for its third edition. Women from different functions and regions strengthened their leadership skills, strategic thinking, influence, and professional visibility.

The program combined group sessions in English with professional coaching and opportunities to build connections with other women across the industry.

Since its introduction at Techint E&C, women from Argentina, Brazil, Ecuador, and Mexico have taken part.



“LAWIC gave me greater confidence as a leader and helped me challenge beliefs that can hold us back professionally. I learned that there is no single way to lead—and that the most effective leadership comes from our authenticity, our sense of purpose, and the impact we have on our teams.”

Ariana Flores, HSE Manager



4.2 Women's Inclusion and Training Program for Construction Sites (IFFO)

The *Women's Inclusion and Training Program for Construction Sites*, known as IFFO for its acronym in Spanish, continued to grow across regions during 2025 and 2026.

Designed to expand women's access to operational positions through practical technical training and employment opportunities at our projects, the program attracted more than 150 women in Argentina, Brazil, and Mexico during the period. This brought total participation since the program began to more than 380 women, with over 27,000 hours of training delivered across Argentina, Brazil, Chile, and Mexico.

Participants trained in specialties including welding, electrical work, industrial mechanics, and cable installation.

Highlights

380+
women participants.

27,000+
hours of training.

70%
hands-on training.

Implemented in
**Argentina,
Brazil, Chile
and Mexico.**



"This training marked a turning point for me. I went from needing to ask about every step to having the confidence to work independently. I developed my technical skills, learned to trust my own judgment, and discovered the importance of teamwork. I also learned that poor grounding can be dangerous, so today I set very high standards for my work. Above all, I came to understand the importance of doing things properly, even when no one is watching. Today, I have a trade I can build a career on—and a strong desire to keep growing. This is only the beginning."

Eugenia Maria Henriquez, Intermediate Electrician

The pillars of our approach

4. Management and Metrics

4.3 Maternity Mentoring

In 2025, we introduced the Maternity Mentoring Program to support women through pregnancy, maternity leave, and their transition back to work. At a time of profound personal and family change, the program helps participants remain connected to their professional goals and continue shaping their careers.

Mentoring gives participants and their leaders practical tools and dedicated time to discuss expectations, work arrangements, career plans, and the balance between professional and family life. These conversations allow both parties to plan ahead and approach each transition with greater clarity and confidence.

By keeping career development part of the conversation throughout this period, the program helps ensure that motherhood does not become a barrier to professional growth. Each participant receives support tailored to her circumstances, ambitions, and potential, making her return to work more manageable and sustainable.

Highlights

22
participants.

5
countries
represented.

80+
mentoring
sessions held.





"This was an immensely positive and valuable experience for me at a particularly sensitive point in my life: returning to work as a first-time mother with a five-month-old baby.

More than simply preparing me to return, it gave me a space where I felt supported, heard, and able to reflect. That helped me navigate the transition with greater confidence and peace of mind.

What I valued most was being able to speak openly about everything I was feeling: the guilt and anxiety, the fear that I wouldn't be able to manage everything, and the uncertainty of reconciling my professional development with my new identity as a mother. Feeling understood and supported made an enormous difference to how I approached this stage.

The program also helped me set realistic expectations for my return. I learned that I didn't have to expect perfection from myself immediately and that it was perfectly valid to adjust plans and agreements along the way. Working through how my professional relationships might change after maternity leave was especially important. It helped me reconnect with my team and manager from a new starting point, communicate what I needed, set boundaries, and have honest conversations about my return.

Thanks to this support, I returned to work feeling calmer and more confident in the knowledge that both my professional development and my role as a mother were equally valid and valued."

Camila Duarte, Environmentalist Sr.

The pillars of our approach

4. Management and Metrics



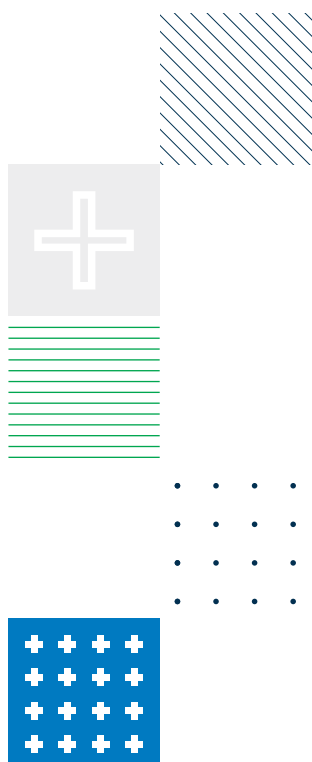
4.4 Domestic Violence Support Program

In 2026, we held training courses on the Domestic Violence Support Program, designed to provide guidance, practical assistance, and appropriate support to employees affected by situations of domestic violence.

The program is part of the company's drive to build a safe and respectful workplace. It establishes clear and confidential channels through Human Resources and team leaders, allowing employees to seek support in a safe setting, with respect for the individual's privacy, informed consent, and the right to make their own decisions.

During the year, Human Resources teams received training on how to handle these situations with the appropriate response protocols, including support channels and defined roles and responsibilities.

The program will move into its launch phase during the next fiscal year. Awareness and communication initiatives will help give the issue greater prominence, helping employees to understand the support available and how to access it, while continuing to build a culture grounded in respect, care, and trust.



4.5 Metrics



We monitor representation across the company to understand where progress is being made and where further action is needed.

Between July 2025 and June 2026, women's representation increased by:

2.07

percentage points across the company.

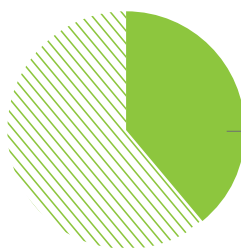
2.10

percentage points in operational roles.

3.90

percentage points in Graduate Professional (PJ) and Young Professional (JP) roles.

Women now hold **15%** of leadership roles, continuing the upward trend in female representation.



175 women in Graduate Professional (PJ) and Young Professional (JP) roles, representing **39%** of the combined PJ and JP population.



05

Stories of impact

Stories of impact

05

Building opportunities, transforming lives

Behind every initiative are people whose experiences show how diversity and inclusion take shape in everyday working life, across our projects, offices, and teams.

Through training, development, and support programs, we are opening tangible pathways for more people to learn, grow, and fulfill their potential within the industry.

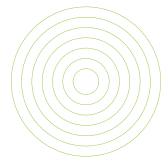
Welding runs in the family: new skills, new opportunities

At the site of Ternium's new steel mill in Pesquería, Nuevo León in Mexico, the IFFO Program opened a new chapter for one family, leading to a shared journey of learning and professional growth.



"This work helped our family move forward. Being able to share it with my mother today makes me incredibly proud."

Leonardo Daniel Palacios





Leonardo began working as an assistant during the pandemic to help support his family. He went on to train as a welder and gained experience on several projects before joining the steel mill project team. He later became an instructor in the training initiative for women welders as part of the IFFO Program in Mexico.

This created an opportunity for another member of his family: his mother, Rosalía Freyre Fuentes, decided to enroll in the program, marking her first experience working for a company.



“This is the first time I’ve worked for a company, and knowing that I can learn new skills is what really gives me confidence.”

Rosalía Freyre Fuentes

Leadership across borders

When María Valentina López Santeliz joined Techint E&C in Brazil in 2020 as a trainee in the Process Engineering team, she took the first step in a career that would take her across countries and into increasingly complex technical and leadership roles.

A Venezuelan chemical engineer, Valentina has learned to adapt to different cultures, master complex systems, and lead in demanding environments. On the C20+ project in Chile, she coordinated the operation of a critical system from a control room located more than 4,000 meters above sea level. Today, she plays a key role at the Los Toldos 2 Este project in Argentina as a Commissioning & Start-Up Specialist Engineer.

Her journey shows what becomes possible when talent is given room to grow through professional development, international mobility, and a broad range of experiences. It also offers an example for the next generation of professionals entering the industry.

Valentina sums up her experience in four words: diversity, resilience, growth, and connection. Together, they capture both her journey across borders and the difference an inclusive culture can make to a person's career.



“When I began working on projects, there were very few women in leadership roles. Today, that number has grown, a clear sign that we are moving toward a more equitable industry.”

María Valentina López Santeliz,
Commissioning & Start-Up Specialist Engineer



**Priorities for a more
inclusive culture**

Priorities for a more inclusive culture



Looking ahead

The work of building an inclusive culture is never finished. As the engineering and construction industry responds to changing demands around talent, innovation, and sustainability, we will continue creating opportunities for people to develop, building more diverse teams, and making respect a defining feature of how we work.

The following priorities will guide the next stage of our work and help us build an organization in which more people can contribute, grow, and succeed.



6.1 Increasing women's participation in the industry

Women remain significantly underrepresented in engineering and construction, particularly in technical and operational roles.

We will continue expanding opportunities for women to enter the industry, develop their skills, and advance throughout their careers.

Key initiatives:

- Women's Inclusion and Training Program for Construction Sites (IFFO)
- Leadership Accelerator for Women in Construction (LAWIC)
- Maternity Mentoring Program
- Breastfeeding rooms
- Inclusive workwear

Priorities for a more inclusive culture



6.2 Inclusive leadership

Building diverse teams requires leaders who can generate trust, promote respect, and empower the development of individuals.

We will continue integrating DEI-related competencies into our leadership model and employee assessment and development processes. These capabilities will give leaders practical tools for building safer, more collaborative teams in which different perspectives are heard and valued.

Key leadership skills:

- DEI awareness
- Psychological safety
- Open-mindedness
- Active listening
- Building respectful workplaces

6.3 Culture

Inclusion takes shape through the decisions, behaviors, and interactions that define everyday working life.

Through clear policies, awareness campaigns, training, and open dialogue, we will continue building a culture grounded in respect and equal opportunity—with zero tolerance for discrimination, violence, or harassment in any form.

Priority areas:

- Preventing harassment and discrimination
- Raising awareness of unconscious bias
- Celebrating cultural diversity
- Advancing the inclusion of people with disabilities
- Promoting respectful workplaces





**Key affiliations, awards,
recognitions
and certifications**

Key affiliations, awards, recognitions and certifications



Ecuador

- Awarded the Safe Company: Free from Violence and Discrimination against Women Seal (2025).

Brazil

- Recognized for outstanding participation in the Diversity Guide Award
- Signatory to the Ethos Institute's Public Commitment
- Signatory to the REIS Pact—Business Network for Social Inclusion.

Global

- Signatory to the United Nations Global Compact since 2019
- Active participation in Women in Mining (WIM) organizations in Peru, Chile, and Ecuador
- First place in the Large Companies category at the 2026 Women in Pipe (WIP) Awards.





First place in the Women in Pipe Awards

Since its launch in 2022, the Women's Inclusion and Training Program for Construction Sites (IFFO) has expanded career opportunities for women interested in joining the industry. By developing local talent through technical training, the program supports women entering operational and technical roles, helps them build lasting careers, and brings greater diversity to project teams.

This commitment earned international recognition when IFFO took first place at the 2026 Women in Pipe (WIP) Awards, held in Paris, France. The accolades honor companies and professionals that advance female talent and expand women's participation in the piping industry.

The award reflects the impact IFFO has achieved and recognizes a program that continues to create tangible opportunities for women while helping build a more inclusive industry.



"This recognition reflects a commitment embedded in the way we work. At Techint E&C, we understand that diversity goes far beyond indicators: it helps us build stronger teams, broaden access to opportunity, and make a positive and lasting contribution to the industry."

Diana Leiva, Legal Director Northern Region



"The Women's Inclusion and Training Program for Construction Sites was founded on a simple conviction: women can succeed in any trade when they have the right opportunities and support. More than 380 women have already taken part—showing that diversity is not simply a target, but a commitment we put into practice every day."

Ana Miranda, Training, Dev. & Talent Attract. Manager

