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# SUSTAINABILITY REPORT 2025

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## LETTER FROM THE CEO | SUSTAINABILITY REPORT

Our work throughout 2025 marked a further step in integrating sustainability into the way we operate across the organization, from strategic planning and internal processes to project execution in the field. This approach reinforced our ability to navigate increasingly complex environments while upholding the highest standards in safety, quality, environmental performance and operational reliability.

During the year, we reinforced compliance with the standards and regulations that govern our operations, while advancing consistent processes focused on continuous improvement. We remained among the few companies worldwide to hold five ISO certifications simultaneously. At the same time, we moved forward with the verification of our first greenhouse gas inventory, providing stronger foundations for the reliability and traceability of the information supporting our decision-making.

We continued modernizing our organization through specialized structures designed to help us respond more efficiently to different markets and operating environments. This evolution is sharpening our ability to manage complex projects and deliver sustainable solutions in strategic sectors such as mining and energy with a value proposition that combines technical expertise with efficiency and reliability.

Supporting local communities remains a defining part of the way we operate. During the year, volunteer initiatives in Argentina, Ecuador, Brazil, Chile and Mexico contributed to improving school infrastructure for more than 2,500 students. We also continued providing scholarships for secondary-level and university students, helping broaden educational opportunities and promote social development in the communities where we work.

At the same time, initiatives led by our Innovation and Digital Transformation & IT teams broadened the use of digital tools, data-based solutions and artificial intelligence to strengthen operational efficiency, traceability and the quality of information across the company.

In 2025, we completed the execution of major works in Argentina, Chile and Mexico, while continuing to develop projects that provide solutions to structural challenges in key sectors such as oil and gas, mining water infrastructure, and industrial plants. These projects reflect our ability to combine operational efficiency, sustainability criteria, and high-quality standards, contributing to critical infrastructure development and the responsible use of resources.

These achievements are possible thanks to the commitment, professionalism and teamwork of the people who make up Techint E&C. Their dedication continues to turn responsible, long-term management into concrete results.

Looking ahead, several major projects currently underway, particularly in mining water infrastructure, are set to reach completion, while new initiatives will continue expanding and strengthening our business. We remain focused on advancing sustainability across our operations, guided by our values and supported by innovation and technology.

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### Oscar Scarpari

CEO of Techint Engineering and Construction

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## PROFILE OF THE ORGANIZATION

Vaca Muerta Oil Sur (VMOS) pipeline, Argentina.

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Techint Engineering & Construction has led the engineering and construction industry for the last 80 years, driving sustainable development through its operations. The company delivers high-quality solutions while working to prevent and minimize environmental impacts and support the well-being of the communities where it operates.

SUSTAINABLE  
DEVELOPMENT  
GOALS



Techint E&C has completed more than 3,500 projects throughout its history. Drawing on decades of industry experience, the company creates value for customers and partners by strengthening competitive advantages, optimizing processes and systems, and delivering through the expertise of its people.

The company takes its responsibility to stakeholders seriously, reflected in concrete actions to protect the environment and promote sustainable development.

The company is guided by its steadfast commitment to employees, customers, contractors and the broader community, while working to minimize the environmental impact of its operations and activities.

This commitment is reflected in its Mission, Vision and Values, and embodied in its Management, Road Safety, Business Conduct and Energy policies.

## Mission, vision and values

### Mission

To deliver value to our shareholders and customers by providing engineering services and supplies for the construction, operation and management of infrastructure, industrial and energy projects.

### Vision

To be the leading engineering and construction company, renowned for our working methodologies, technological heritage, and human resource capabilities.

### Values

- **Safety:** Ensuring the safety of people, protecting the environment and contributing to community development.
- **Local roots, global vision:** Building solid local ties while respecting cultural diversity as part of a global business vision.
- **Our people:** Developing human resources and building knowledge.
- **Compliance:** Promoting transparency and professionalism in management.
- **Reliability:** Fostering process discipline and operational reliability.

## Segments, products and services

Drawing on decades of experience across its field, Techint E&C provides services in the following areas:

- Feasibility studies
- Process studies and technology selection.
- Development of basic and detail engineering.
- Supplies.
- Project management.
- Construction and assembly.
- Plant pre-commissioning, commissioning and start-up.
- Operations and maintenance.

Through its commitment to continuous improvement Techint E&C works to add value to every project it undertakes. It combines a global business perspective with a deep understanding of local needs and priorities.

Its professionals focus on developing competitive, efficient and sustainable solutions, while upholding the highest standards of quality and safety, protecting the environment and contributing to the well-being of the communities where they operate.

## Management Policy

Techint E&C pursues continuous improvement and sustainable operations, aiming to meet—and where possible, exceed—the expectations of its customers, shareholders, employees and suppliers, as well as the communities it serves.

Find out about the company's Management Policy.

→ [CLICK HERE](#)



# MARKET SEGMENTS



## Oil & Gas

Pipelines for the transportation of oil, gas and derivatives; gas processing, and oil and gas separation facilities; marine terminals and offshore infrastructure; transport-related facilities, including compressor and pumping stations; storage tanks and liquefied natural gas (LNG) regasification terminals.



## Mining

Civil works, access roads and ports, aqueducts, slurry pipelines, seawater pumping systems, desalination plants, ore processing plants, industrial and service buildings, pulp and tailings pipelines, and related infrastructure.



## Energy

Combined- and simple-cycle power plants, hydroelectric and nuclear facilities, renewable energy projects, transmission lines, transformer substations, and cogeneration plants.



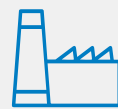
## Downstream and petrochemical plants

Oil refineries: processing, treatment and production units and facilities, including naphtha and diesel hydrotreating and hydrodesulfurization plants.

Petrochemical plants: chemical, methanol and fertilizer plants; agrochemical and herbicide facilities; polyethylene and polypropylene plants; and hydrogen production facilities.

Delayed coking units, Fluid Catalytic Cracking Units (FCCU), Merox units, platforming units, hydrotreating units, sour water and amine tanks, alkylation units, hydrodesulfurization units, and gasoline and diesel processing facilities.

Upgrades to oil heaters, storage tanks, oil-water separation units, desalination, hot oil and dehydration systems, utility area design.



## Industrial plants

Design and construction of industrial facilities, industrial cleaning and service facilities, material handling systems; and aluminum, pulp and paper, cement, construction materials and steelmaking plants.

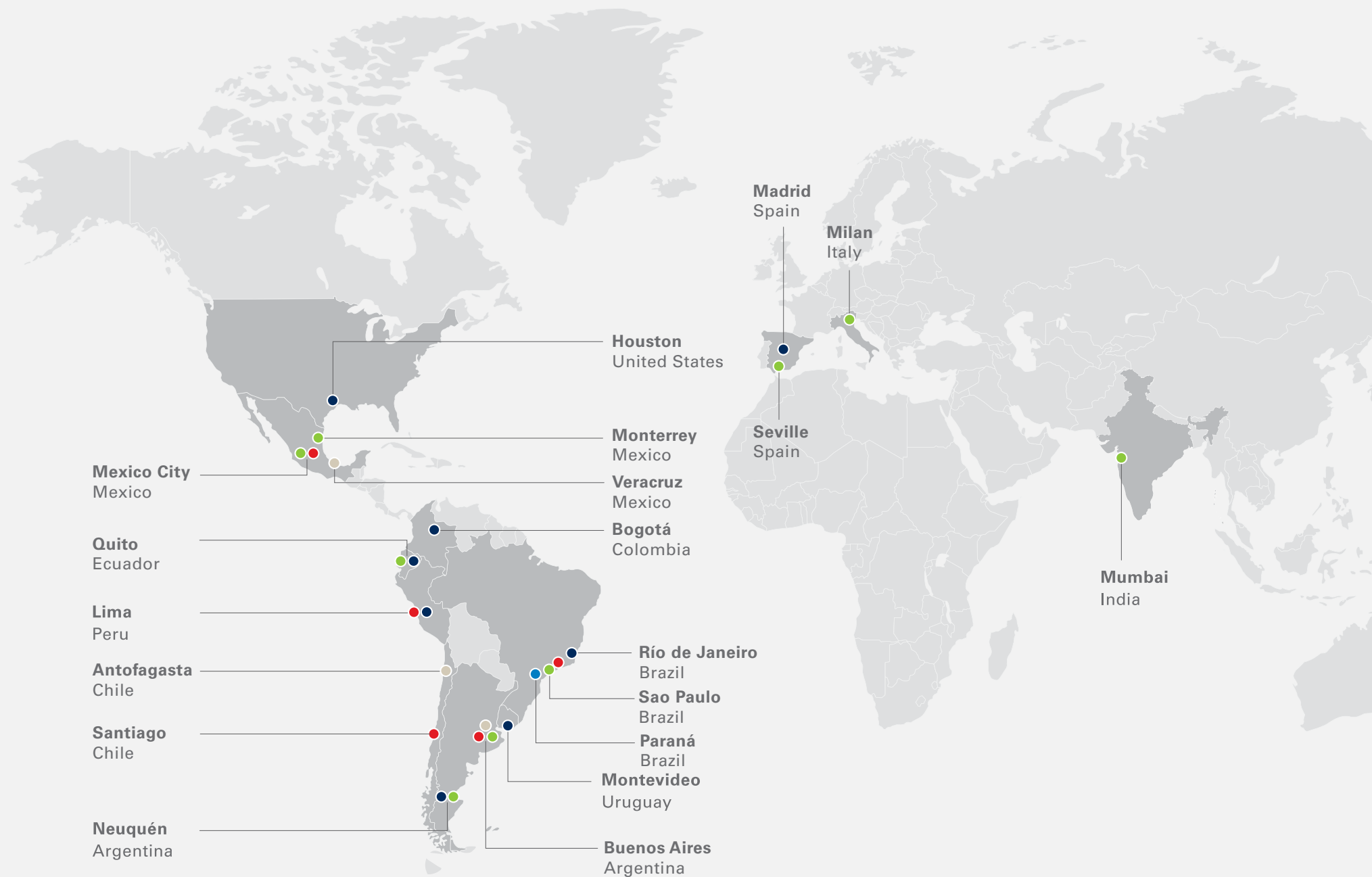


## Civil infrastructure

Feasibility studies, basic and detail engineering for large-scale buildings, hospitals, bridges, subway systems, railways, roads and highways.



## GLOBAL PRESENCE



## Techint E&C in numbers

**80**

years of experience.

**53+ million**

construction hours in 2025.

**3,500+**

projects completed.

**1.7 million**

engineering hours in 2025.

**19,629**

employees.

**7,000+**

km of roads and highways.

**550+**

projects completed in the energy sector.

**20,000**

km of electric transmission lines.

**11**

mountain range crossings.

**600,000+**

tons of steel structures assembled.

**600+**

downstream and petrochemical plant projects.

**900,000+**

tons of equipment installed.

**14,000+**

MW installed at combined cycle plants.

**44+ million**

km traveled in 2025.

**550+**

pipelines built around the world.

# AWARDS, RECOGNITIONS AND CERTIFICATIONS

## 2025

**Latin American Award for Corporate Responsibility, Ecumenical Social Forum.**  
Techint E&C, Argentina.

**Special recognition for its contribution to the Sustainable Development Goals (SDGs) during the 9th edition of the “Connecting Companies with the SDGs” Program, Ceads.**  
Techint E&C, Argentina.

**Honor Roll Award in Occupational Health and Safety CCHC 2025 in the 5-Star Category.**  
Techint E&C, Chile.

**Safety Recognition 2025 - Safety Vision at Ternium.**  
Techint E&C, Argentina.

**Top Crane Award 2025. The lifting plan for the fines silo, carried out in the PCI-Usiminas project in Ipatinga (MG) in the Rigging Plan category.**  
Techint E&C, Brazil.

**VERIFICATION**  
ISO 14064-1 and GHG *Protocol*

**Greenhouse Gas Inventory.**  
Techint E&C. TÜV Rheinland.

## 2024

**Special mention for Innovation management, National Quality Award**  
Techint E&C, Argentina.

**IT Now 2024 Award for the “Travel Plan and Fatigue Test” application.**  
CPPTechint E&C, Ecuador.

**Ergonomic Workplace Design Award, IESS Health Fair.**  
CPPTechint E&C, Ecuador.

**Ergonomic Workplace Design Award, IESS Health Fair.**  
Techint E&C, Colombia.

**Latin American Award for Corporate Responsibility, Ecumenical Social Forum.**  
Techint E&C, Argentina.

**Honor Roll Award in Occupational Health and Safety, CCHC 2024 in the 5-Star Category.**  
Techint E&C, Chile.

**Iconic Companies Creating a Better World for All Award for the Medical Brigades.**  
CPPTechint E&C, Ecuador.

**Safe Company Award for Companies Free of Violence against Women for the Human Resources area.**  
CPPTechint E&C, Ecuador.

**Green Distinction for Environmental Performance for conducting audits, regulatory compliance and environmental management.**  
CPPTechint E&C, Ecuador.

**Recognition for the Shutdown Safety Cup 2024.**  
Techint E&C, Chile.

**Recognition for Sustainable Development in Mining from the Chilean-Argentine Chamber of Commerce.**  
Techint E&C, Chile.

## 2023

**CERTIFICATION**  
ISO 39001:2012

**Road Safety Management.**  
Techint E&C. TÜV Rheinland.

**RECERTIFICATION**  
ISO 50001:2018

**Energy Management System.**  
Techint E&C. TÜV Rheinland.

**Recognition of Volunteers in Action.**  
Benvinda Municipal School, Pontal do Paraná.  
Techint E&C, Brazil.

**ECONomic Award for significant economic impact due to implementation of good practices.**  
CPPTechint E&C, Ecuador.

**Exceptional Companies Award, Business Coordinating Council and Institute for the Promotion of Quality.**  
Techint E&C, México.

**Award for Healthy Practices, reduction of accidents and occupational diseases.**  
Ministry of Public Health of Ecuador.  
CPPTechint E&C, Ecuador.

**Latin American Award for Corporate Responsibility, Ecumenical Social Forum.**  
Techint E&C, Argentina.

**ECOmmunity Award for Impact on the local community neighboring operations.**  
CPPTechint E&C, Ecuador.

**Open Paths to Gender Equality Award.**  
Techint E&C, Municipality of Sao Paulo, Brazil.

**ECOGreen Award for impact from emissions reduction or optimization of natural resources.**  
CPPTechint E&C, Ecuador.

## 2022

**Carbonser S.A. Environmental Quality Certificate**  
Techint E&C, Federal Attorney for Environmental Protection, Government of Mexico.

**Bechtel Award for Best Sustainability Performance, Quebrada Blanca II Project.**  
Techint E&C, Chile. Bechtel.

**Organization of the Year Award, Dos Bocas Refinery Project.**  
Techint E&C, Oil & Gas Magazine, at the International Energy Meeting, Mexico

**Hygiene and Safety Certification, Gold Category, Chile Equipment Management.**  
Techint E&C, Workplace Safety Association of the Chilean Chamber of Construction.

**Ecofindi Awards, Ecogreen Award for implementation of a rainwater harvesting system with minimal groundwater abstraction in Shushufindi.**  
CPPTechint E&C, Ecuador.  
Shushufindi S.A. Consortium.

## 2021

**Violeta Award for Gender Equality, Silver Category.**  
CPPTechint E&C, Ministry of Labor and Secretariat of Human Rights of Ecuador.

## 2020

**CERTIFICATION**  
ISO 50001:2018

**Energy Management System.**  
Techint E&C. Det Norske Veritas (DNV).

**Joint Committee Certificate, Silver Category.**  
Techint E&C, Workplace Safety Association of the Chilean Chamber of Construction.

## 2019

**Techint E&C Signatory to the United Nations Global Compact.**

## 2018

**CERTIFICATION**  
ISO 45001:2018

**Occupational Health and Safety Management System.**  
Techint E&C. Det Norske Veritas (DNV).

**RECERTIFICATION**  
ISO 9001:2015

**Quality Management Systems.**  
Techint E&C. Det Norske Veritas (DNV).

**RECERTIFICATION**  
ISO 14001:2015

**Environmental Management Systems.**  
Techint E&C. Det Norske Veritas (DNV).

## 2005

**CERTIFICATION**  
OHSAS 18001

**Occupational Health and Safety Management System.**  
Techint E&C. Det Norske Veritas (DNV).

## 2004

**CERTIFICATION**  
ISO 14001:2004

**Environmental Management System.**  
Techint E&C. Det Norske Veritas (DNV).

**CERTIFICATION**  
ISO 9001:1994

**Quality Management Systems.**  
Techint E&C. TÜV Rheinland.



## Strategic Planning

Techint E&C integrates sustainability into its corporate strategy as a core element of its business, with a focus on generating economic, social and environmental value across the engineering and construction industry. Its management model incorporates environmental, social and governance criteria into strategic and operational decision-making, prioritizing the development of local communities, the well-being of people, and the company’s long-term financial sustainability.

This commitment is reflected in the systematic management of impacts and risks, as well as in the identification of opportunities for continuous improvement. Strategic decisions are supported by performance indicators that enable the company to monitor results, reinforce transparency, and contribute to the Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact.

## Governance and Leadership

Strategic oversight is the responsibility of the Management Committee, composed of the CEO, directors and corporate managers. This body monitors company performance, assesses risks and opportunities, and ensures alignment between strategy, project execution, and sustainability goals.

Review processes include quarterly management meetings, operational sessions, and business analyses by geographic area, enabling swifter responses to critical events and improving management capabilities.

## Pillars of Action

The company’s strategy is built on five pillars that guide organizational performance:

### Knowledge management

Drives continuous improvement by systematizing lessons learned and capitalizing on technical expertise, enhancing operational efficiency and competitiveness.

### Training and development

Builds technical and management capabilities across the value chain through training and professional development programs for employees, subcontractors and suppliers.

### Preventive conduct

Promotes a culture grounded in prevention, responsibility and continuous improvement by integrating environment, safety, occupational health, and energy performance criteria into operations.

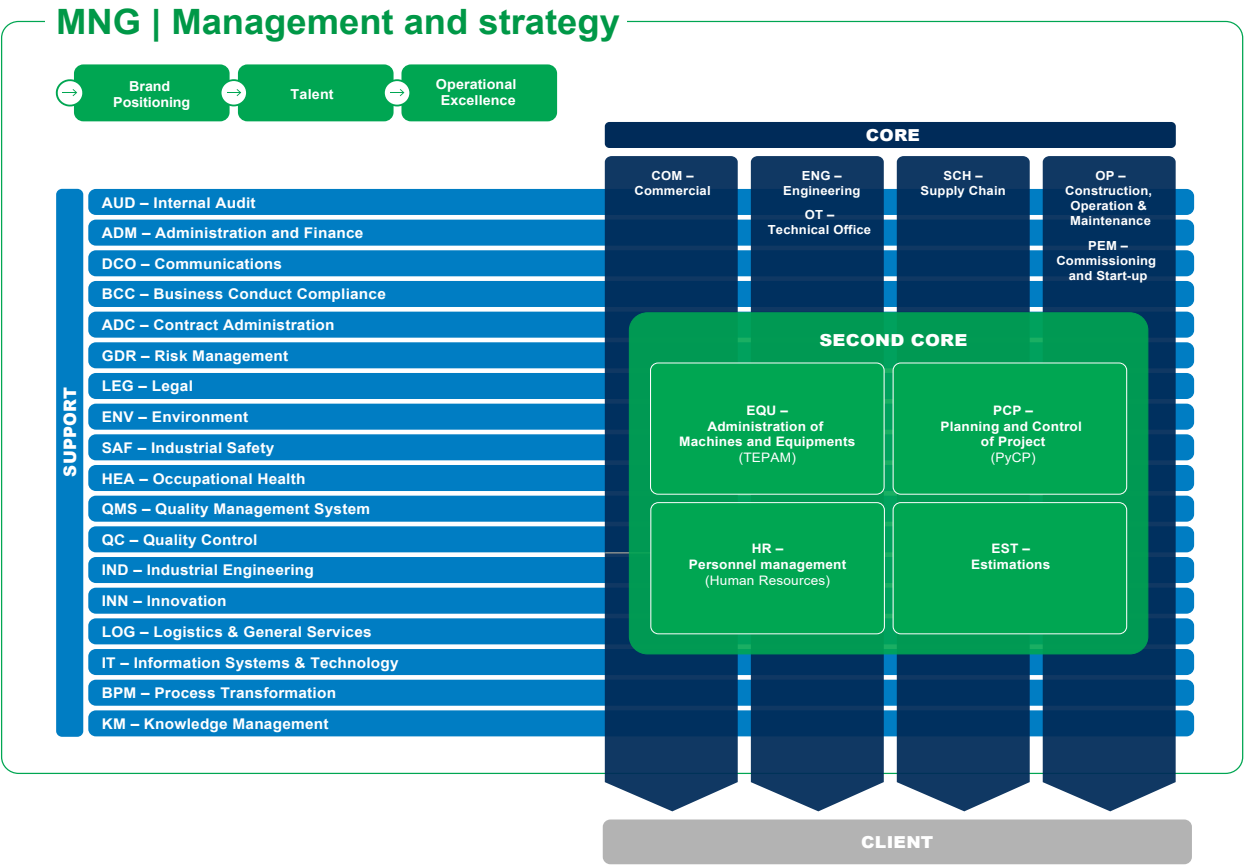
### Operational excellence

Focuses on quality, process efficiency, risk and opportunity management, and performance optimization throughout every stage of the project lifecycle.

### Active leadership

Promotes a culture of responsibility, transparency and commitment to safe and sustainable projects through leadership by example from senior management.

The organizational structure of Techint E&C is illustrated in the process map below:



## Process Management

Techint E&C’s processes are structured into four main areas, each with specific functions that contribute to achieving the organization’s strategic objectives:

### Strategic process

Defines the strategic guidelines and policies of the Management System, ensuring alignment with the company’s mission, vision and objectives. The process also supports the monitoring of operational performance across functional areas, helping ensure effectiveness, consistency and integration.

This area promotes a structured approach centered on customers and stakeholders, helping ensure compliance with applicable requirements while supporting risk and opportunity management, and continuous improvement.

### Core process (project and service management)

Encompasses the planning, execution and overall control of the organization’s projects and services. Starting with the Commercial process, the focus is on market analysis and the development of proposals, subsequently formalized through contracts and managed through to completion.

Similarly, the Engineering and Supply Chain processes support the full project lifecycle—from conception to completion—helping ensure compliance with customer, contractual, legal and regulatory requirements while improving operational efficiency and project performance.

### Second core processes (resource management and planning)

Ensure the availability, management and efficient control of the resources required for project execution and organizational operations. They include the management of materials, equipment and services; the control and maintenance of machinery and equipment, and the planning, recruitment and development of personnel.

They also establish the planning, control and estimation mechanisms that guarantee the proper allocation, optimization and alignment of resources, in line with the objectives of the Management System.

Supporting processes

Provide cross-functional support to strategic, core and second-core processes, ensuring the availability of the resources, services and tools required for effective execution. They also help maintain the organization’s efficient and continuous operation by supporting operational consistency, compliance with Management System requirements and alignment with corporate objectives.

Sustainable management in projects

During 2025, the company continued consolidating sustainable practices across projects and operating sites. Efforts focused on advancing the verification of carbon footprint measurements across all projects and locations, improving emissions management and supporting data-driven decision-making.

The company also continued implementing its Energy Management System, reaffirming its commitment to energy efficiency and continuous improvement.

Energy Transition

Powering the energy transition

In 2025, Techint E&C expanded its role in the global energy transition through developments in hydrogen, green ammonia, carbon capture, utilization and storage (CCUS), renewable synthetic fuels and energy storage. This commitment was reflected in projects ranging from conceptual studies to EPC proposals, with a strong focus on innovation and emissions reduction.

Hydrogen and green ammonia

The company took part in conceptual and feasibility studies for export-oriented projects in Latin America, including solutions linking hydrogen production with industrial processes such as direct reduced iron (DRI). It also developed FEED packages for two of the world’s most significant hydrogen projects: Pacífico Mexinol, among the largest of its kind in Latin America, and another development in Europe, marking a milestone in the region.

In parallel, Techint E&C has been developing conceptual initiatives for green ammonia and urea projects across Latin America, helping expand the clean fuels value chain and further establishing its leadership in engineering for the energy transition.

E-fuels and sustainable fuels

In renewable fuels, the company contributed to strategic e-fuels developments in Uruguay and prepared high-value proposals for SAF plants based on oils and fats in the region. It also carried out comparative assessments of pretreatment technologies for fuels such as SAF and HVO produced through the HEFA pathway.

CCS and CO<sub>2</sub> infrastructure

Carbon capture and storage was another key area of activity in 2025. The company took part in proposals for compressor stations linked to CO<sub>2</sub> pipeline clusters, as well as pumping systems designed for offshore injection. In Europe, it was also involved in initiatives exploring the integration of CO<sub>2</sub> into industrial processes, supporting the development of circular economy solutions and emissions reduction efforts.

Storage and manufacturing for the energy transition

The company evaluated innovative thermal energy storage solutions aimed at improving efficiency in high-demand industrial processes. It also carried out the engineering for a photovoltaic panel manufacturing plant in Europe, broadening its role across the renewable energy value chain and supporting the deployment of clean technologies.

Technical presence and global collaboration

During 2025, Techint E&C expanded its technical presence through active participation in international conferences, workshops and training programs across the Americas and Europe. It was present at key events such as the World Hydrogen Summit in Rotterdam, Hyvolution in Chile and Paris, Green Hydrogen Summit LAC and CCUS Expo, as well as regional forums including Energyyear Argentina and Argentina Energy Week.

The company also engaged with the academic and technical community through university lectures and participation in specialized programs, such as the IEAGHG International CCS Summer School, reflecting its drive for innovation and continuous learning.

Looking ahead to 2026

Techint E&C aims to move hydrogen, synthetic fuels and CCUS initiatives from conceptual and FEED stages into detail engineering and EPC execution, with a focus on safety, reliability and measurable emissions reductions.

The company will continue working alongside customers and technology partners to help accelerate the energy transition and support the development of a cleaner, more sustainable future.

Innovation

Techint E&C turns opportunities for process improvement into initiatives for innovation, developing virtuous ecosystems that add value to both projects and services.

In 2025, the company continued developing innovation pillars aligned with its corporate strategy, with particular emphasis on safety, productivity, sustainability and competitiveness. It also broadened the use of the Edison 365 corporate ideation platform, with 2,030 users accessing the site and more than 5,600 unique views recorded across the 150 ideas published on the platform, among other usage indicators.

The company also extended its participation in external innovation ecosystems by incorporating Zacia Venture Capital—a VC firm focused on the construction industry—into its portfolio of strategic partners. This collaboration provides access to startups developing high-impact solutions for the sector at growth stage, and has already enabled technology pilots involving autonomous construction equipment and AI applied to construction management.

At the same time, the company remained active in leading innovation networks such as the Construction Industry Institute and the International Pipeline and Offshore Contractors Association to exchange best practices and stay connected to emerging industry trends.

The year also marked important progress in research and development initiatives carried out with the company’s own resources, alongside the evaluation and testing of emerging market technologies.

At the TEPAM Machine Park in General Pacheco, Argentina, Techint E&C installed the country’s first 3D concrete printing center, which began supplying projects with industrial components designed to replace certain precast elements. The initiative has attracted strong interest from industry, academia and suppliers, highlighting

the potential of this disruptive technology for the construction sector.

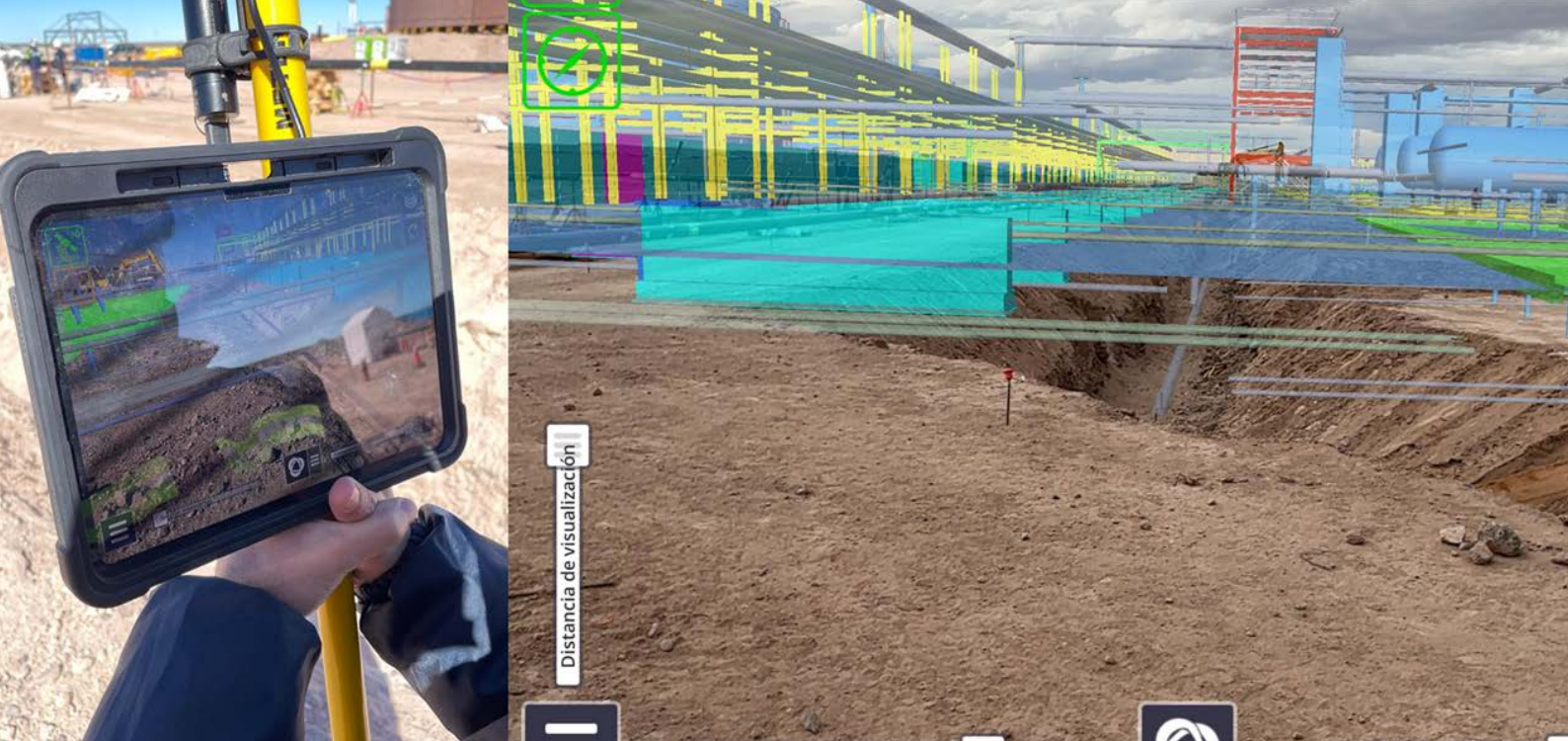
Progress also continued in the robotic welding initiative for piping spools. By year-end, the welding cell had been fully designed and its main components had arrived at the supplier’s facilities. Test welds were also carried out using the company’s robot in a supplier demo cell to assess performance across different geometries, diameters, bevel configurations and working positions.

At the same time, the rapid expansion of artificial intelligence (AI) has accelerated the development of increasingly sophisticated solutions for the construction industry. New applications range from generative AI tools for back-office and management functions to machine vision and physical AI technologies applied to robotics in field operations.



# 2025 INNOVATION HIGHLIGHTS

- **Pilot project underway for autonomous excavation for pipeline trenching.**  
LosToldos II Este project, Argentina.
- **Pilot project underway to analyze progress and productivity using machine vision.**  
LosToldos II Este project, Argentina.
- **Successful pilot project to carry out volumetric scanning of earthmoving trucks.**  
LosToldos II Este project, Argentina.
- **Ongoing pilot project tracking piping spools using RFID technology, geolocating assets using both drone-mounted and handheld RFID antennas.**  
LosToldos II Este project, Argentina.
- **Ongoing IoT pilot project to analyze diesel generation energy demand.**  
LosToldos II Este project, Argentina.
- **Successful pilot project for the automation of ultrasound scanning in a double-joint plant.**  
VMOS project, Argentina.
- **Pilot project underway to detect safety deviations in 3D printing centers using machine vision.**  
TEPAM, Argentina.
- **Successful proof of concept for an internal painting robot for high-slope pipeline.**  
SADDN project, Chile.
- **Successful pilot of Cumulus system for torque traceability in flanged piping joints.**  
SADDN project, Chile.
- **Successful pilot of Kewazo’s Liftbot system to automate the vertical transport of scaffolding material.**  
Steel mill project, Mexico.
- **Successful pilot project for remote-controlled compactors for civil works.**  
Steel mill project, Mexico.



## RELEVANT INITIATIVES DRIVING VALUE

- **Consolidation of the migration of corporate email to the cloud.** This transition improved security, resilience and operational flexibility across the organization
- **Strengthening of the Digital Transformation Project Office.** The initiative introduced greater methodological consistency and tighter control over investments, planning, deadlines and costs.
- **Deployment of the global SDWAN platform.** The rollout enhanced connectivity between the company’s data centers and operating sites.
- **Launch of the “Digital Mode On” campaign.** The initiative formed part of internal communications efforts supporting the company’s broader Digital Culture project.
- **Expansion of Geographic Information Systems capabilities.** The integration of 360° images, real-time cameras and 3D visualization improved project monitoring and decision-making in highly complex projects.
- **Upgrade of the engineering software architecture.** The new data-centric approach reinforced information traceability, quality and reliability, all critical to asset and project management.
- **Renewal of the corporate knowledge base.** Enhanced with an AI agent, the platform now enables more agile access to documents, technical project information, regulatory content and lessons learned.
- **Standardization of field torque control processes.** Guided and traceable digital workflows replaced manual records, improving quality, reducing rework and increasing operational productivity across projects.
- **Definition of nine strategic transformation and digitalization initiatives.** Prioritized by the Steering Committee, these initiatives target key company processes to improve efficiency and organizational performance.
- **Implementation of an augmented reality solution for field operations.** The technology allows 3D models to be superimposed onto terrain with precise positioning for interference validation, structure placement and real-time progress monitoring, improving coordination and reducing construction deviations
- **Launch of the migration and transformation project to SAP S/4HANA.** The initiative also incorporates solutions such as SAP Ariba and ETM.next as part of the implementation roadmap.

## Digital transformation and information technology: a strategic leap for the future of business

Techint E&C’s digital transformation agenda spans processes, technology and people, reshaping the way the company operates across the organization. As part of this effort, a Business Process Management (BPM) office was set up to review workflows across functional areas and identify opportunities to simplify, standardize and optimize operations.

Particular attention was placed on processes with the greatest operational impact, reducing complexity and unlocking improvements that reinforce the company’s market position.

Recognizing that digital transformation is ultimately about how people work—not just the tools they use—the company also continued building a stronger digital culture across the organization. In this context, the Change Network, made up of change agents, key users and digital mentors, is playing a growing role.

The network encourages the broader use of digital tools across both day-to-day work and business processes, helping teams incorporate new technologies more naturally into the way they operate and generate value from digital investments.

At the same time, the growing deployment of AI solutions—from personal productivity tools such as Microsoft Copilot to applications integrated into business processes—has opened up new possibilities while also introducing fresh challenges.

To keep pace with this transformation, the company continued investing in training initiatives designed to help employees understand, adopt and fully leverage the potential of these technologies.





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## MATERIALITY AND STAKEHOLDERS

Pesquería III, Mexico

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At the close of 2025, Techint E&C presents its eleventh Sustainability Report, bringing together the company’s financial results with its environmental, social and governance performance.

SUSTAINABLE  
DEVELOPMENT  
GOALS



## About this Report

This Report covers the period from January 1 to December 31, 2025, and includes all Techint E&C subsidiaries. It was prepared using the ‘with reference to’ flexible framework option offered by the Global Reporting Initiative (GRI) Standards, and guided by the United Nations (UN) Sustainable Development Goals (SDGs).

The content was approved by the Board of Directors and reviewed internally by an interdisciplinary team representing key areas across the organization, ensuring the consistency, quality and traceability of the information presented.

Throughout this Report, Techint E&C shows how environmental, social and governance criteria are integrated into strategic and operational decision-making, reflecting its commitment to sustainable development. During 2025, the company delivered large-scale international projects while upholding high standards in quality, health and safety, environmental management and energy performance.

The Report aims to provide stakeholders with clear, relevant and transparent information on the company’s performance, illustrating how its values are translated into concrete actions and measurable results in an increasingly dynamic and complex global environment.

For inquiries or further information regarding the content of this Report, please contact: [comunicaciones@techint.com](mailto:comunicaciones@techint.com)

### International Certification and Verification

In 2025, Techint E&C maintained its certification for the following frameworks:

- ISO 9001:2015 (Quality Management System)
- ISO 14001:2015 (Environmental Management System)
- ISO 39001:2012 (Road Traffic Safety System)
- ISO 45001:2018 (Occupational Health and Safety Management System).
- ISO 50001:2018 (Energy Management System)

The company also completed the first external verification of its corporate-level Greenhouse Gas Inventory, in accordance with the ISO 14064-1:2018 standard and the GHG Protocol.

## Materiality and Stakeholders

The determination of material topics at the corporate level is based on the identification, analysis and prioritization of the economic, environmental and social issues most relevant to Techint E&C, as well as those that significantly influence stakeholder assessments and decision-making.

This process is integrated into the company’s Integrated Management System and its periodic analysis of risks and opportunities, enabling the identification of strategic priorities and a deeper understanding of stakeholder needs and expectations. The assessment considers both the organization’s impact on its environment and the external factors that may affect its performance and long-term sustainability.

The main stakeholder groups identified are:

- **Customers:** demand competitive, safe and sustainable technical solutions.
- **Employees:** represent the organization’s human capital and play a central role in project execution.
- **Local communities:** interact with the company in the territories where it operates.
- **Strategic partners:** participate in the joint development of projects.
- **Contractors and suppliers:** form part of the value chain and contribute to operational performance.
- **Certification bodies:** verify compliance with international standards.
- **Board of Directors:** oversees business management and performance.
- **Governments and regulatory authorities:** establish the applicable regulatory framework.
- **Trade unions:** represent the interests of workers.

Ongoing dialogue with these groups helps the company refine its sustainable management approach, anticipate risks and opportunities, and maintain a strategy aligned with stakeholder expectations.

## Materiality matrix showing impact on both stakeholders and the business

To identify material topics, the company conducted a survey among previously defined stakeholder groups, asking participants to rate different issues according to their level of importance on a scale from 1 to 5.

The results were then mapped in a scatter matrix, where:

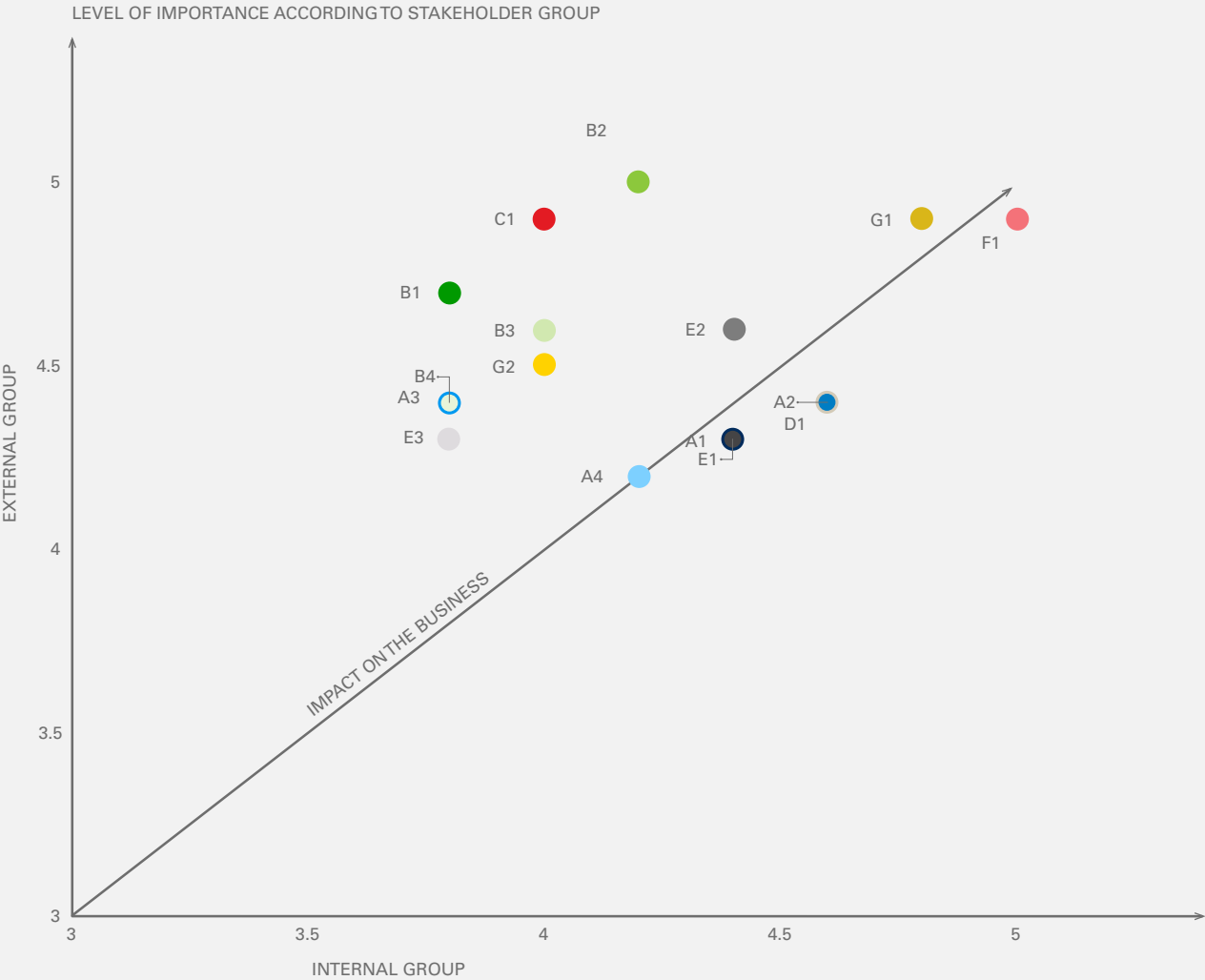
- The X-axis reflects the importance assigned by internal stakeholders.
- The Y-axis reflects the importance assigned by external stakeholders.

The position of each topic within the matrix provides a comparative view of its level of materiality from both perspectives.

Business impact is assessed based on the combined relevance assigned to each topic by internal and external stakeholders. Topics receiving high ratings on both axes are considered to have greater impact, as they reflect shared and cross-cutting priorities across stakeholder groups.



Materiality survey



- People**

  - A1 Knowledge management
  - A2 Work-life balance
  - A3 Diversity
  - A4 Talent management
- Sustainable Projects**

  - B1 Water and effluents
  - B2 Responsible management of resources
  - B3 Flora and fauna
  - B4 Energy Management and Carbon Footprint System
- Social Responsibility**

  - C1 Relations with local communities
- Innovation and Technology**

  - D1 Innovation
- Process Optimization**

  - E1 Acquisition of segments, products and services
  - E2 Guarantee of reliability and quality
  - E3 Supply chain management
- Performance in quality, health, and safety**

  - F1 Performance in quality, health, and safety
- Corporate governance and transparency**

  - G1 Ethics and compliance
  - G2 Corporate governance



Sustainable Development Goals

To address stakeholder expectations, Techint E&C applies a sustainable business approach that integrates economic performance, people development and responsible environmental management. This framework supports the creation of long-term social and environmental value in the communities where the company operates, while sustaining the company’s long-term performance and resilience.

The company’s management approach is aligned with the 17 Sustainable Development Goals (SDGs) and their 169 targets, established by the United Nations as a global framework for addressing the world’s main social, economic and environmental challenges by 2030. Throughout this Report, the company outlines the actions through which it contributes—both directly and indirectly—to achieving these objectives.

SUSTAINABLE DEVELOPMENT GOALS



Health and Well-Being

Strengthening prevention through health promotion campaigns and participatory health management initiatives.



Quality Education

Developing training and professional development programs for employees, while supporting educational initiatives in local communities.



Gender Equality

Promoting an inclusive work environment with equal opportunities and the development of technical and professional skills.



Industry, Innovation and Infrastructure

Developing infrastructure projects with a focus on innovation, operational efficiency and continuous improvement.



Sustainable Cities and Communities

Managing project impacts responsibly while protecting cultural heritage and assessing environmental impacts.



Responsible Production and Consumption

Managing resources and waste efficiently under circular economy principles, prioritizing prevention and minimization at the source.



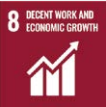
Clean Water and Sanitation

Developing infrastructure for efficient water management and promoting the responsible use and reuse of water in projects.



Affordable and Clean Energy

Incorporating technologies and equipment aimed at improving energy performance and implementing the Energy Management System.



Decent Work and Economic Growth

Promoting safe working environments, strengthening risk management and generating employment in the communities where the company operates.



Climate Action

Improving energy efficiency, measuring and managing the carbon footprint, and implementing actions aligned with a low-emissions economy.



Life on Land

Protecting biodiversity through revegetation and compensatory afforestation initiatives across projects.



Peace, Justice and Strong Institutions

Strengthening ethics, transparency and compliance mechanisms across all operations.

# | 04

## ECONOMIC DEVELOPMENT

SADDN, Chile.

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Revenue generated during 2025 totaled USD 2.001 billion. Among the countries where Techint E&C operates, Chile accounted for the largest share of revenue (40%), followed by Argentina (28%) and Mexico (21%).



FINANCIAL PERFORMANCE | IN USD MILLIONS



## OUR PROJECTS



### Mining

|                                                                                                                                                                                     |                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Chile</b>                                                                                       |                                                                                                                                      |
| <b>SADDN – Aguas Horizonte.</b> EPC for a water desalination plant (840 liters/s) and a Ø48” x 160 km gas pipeline, Antofagasta.                                                    | <b>Centinela – Minera Centinela.</b> Maintenance of a copper concentrator plant, Atacama Desert, 120 km from Calama.                 |
| <b>C20+ – Compañía Minera Doña Inés de Collahuasi.</b> EPC services for a Ø44” x 194 km water pipeline, including five pumping stations, a terminal and other facilities, Tarapacá. | <b>Zaldívar – Compañía Minera Zaldívar SpA.</b> Development of detail engineering and acquisition of critical supplies, Antofagasta. |
| <b>CMDIC - QB Interconnection – Compañía Minera Doña Inés de Collahuasi.</b> Construction of a 14 km pipeline, two pumping stations and a storage pool, Tarapacá.                   |                                                                                                                                      |



### Oil & Gas

|                                                                                                                                                                                                 |                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
|  <b>Argentina</b>                                                                                               |                                                                                                                                 |
| <b>Los Toldos II Este – Tecpetrol.</b> EPC services at the CPF (Central Production Facilities), including treatment plants for crude oil, gas and water, Neuquén.                               | and effluent treatment plants (340,000 bpd). EPC for an electrical substation producing 300 MW and 1,100 t/h of steam, Tabasco. |
| <b>Duplicar Norte – Oleoductos del Valle S.A.</b> EPC for the expansion of crude oil pumping and transportation capacities, Ø24” x 199 km / Ø30” x 55 km, La Pampa, Río Negro and Buenos Aires. |                                                                                                                                 |
| <b>Duplicar II – Oleoductos del Valle S.A.</b> EPC for the expansion of crude oil pumping and transportation capacities, Ø24” x 199 km / Ø30” x 55 km, La Pampa, Río Negro and Buenos Aires.    |                                                                                                                                 |
| <b>O&amp;M and Petroleum Services Contract – Tecpetrol.</b> Operation and maintenance for upstream facilities, Chubut.                                                                          |                                                                                                                                 |
| <b>Vaca Muerta Oil Sur – VMOS.</b> Pipeline Section II, Ø30” x 437 km, 50% Techint - 50% others, Río Negro.                                                                                     |                                                                                                                                 |

|                                                                                                                                                       |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|  <b>Mexico</b>                                                      |  |
| <b>South Gateway Pipeline - Veracruz Norte – TC Energy.</b> EPC for a large-scale 70 MW compression station and a 21 km section of Ø36” gas pipeline. |  |
| <b>Dos Bocas Refinery and Cogeneration Plants – PEMEX.</b> EPC for ARU, SWS plants                                                                    |  |



### Ecuador

**Auca – Shaya Ecuador.** EPC for the Auca oil field (83,000 bpd). Earthworks, well pads, oil and water flow lines within the field, power lines, Orellana.

**Shushufindi – Consorcio Shushufindi.** EPC for field operational facilities. Comprehensive design, construction and assembly, Sucumbíos.



### Peru

**O&M Malvinas – Pluspetrol.** Operation and maintenance of flow lines in oil and gas fields in the Peruvian Amazon basin (Camisea, Cashiriari and San Martín fields), Cusco.



### Colombia

**O&M Pendare – Tecpetrol.** Operation and maintenance for the Central Production Facilities (CPF) in Block CPO 13, Meta.



### Industrial plants

|                                                                                                                                                                                                                                             |                                                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
|  <b>Mexico</b>                                                                                                                                           |                                                                        |
| <b>Pesquería III – Ternium.</b> Construction works for civil and electromechanical initiatives to expand the Pesquería III project, Monterrey.                                                                                              | and other activities at Usiminas facilities in Ipatinga, Minas Gerais. |
| <b>Acería Pesquería – Ternium.</b> Civil works contract for a steelworks project at Ternium’s Pesquería Plant, Monterrey.                                                                                                                   |                                                                        |
|  <b>Brazil</b>                                                                                                                                           |                                                                        |
| <b>LTA – Ternium.</b> Assembly, mechanical work, boilermaking, electrical work, instrumentation, pipe installation, painting, insulation, repairs, renovations, and auxiliary activities for the Ternium Industrial Center, Rio de Janeiro. |                                                                        |
| <b>MOA + PCI – Usiminas.</b> Labor Management Agreement. Electromechanical assembly, piping, painting,                                                                                                                                      |                                                                        |



### Energy

|                                                                                                                                                                                                                   |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|  <b>Mexico</b>                                                                                                               |  |
| <b>O&amp;M Petacalco – CFE.</b> Operation and maintenance services for the internal coal management system, Port of Petacalco. Transport of up to 1,800 t/h of coal to the Lázaro Cárdenas Power Plant, Guerrero. |  |



### Argentina

**La Rinconada Wind Farm – Tenaris.** EPCM for a 94.5 MW wind farm with 21 turbines. Olavarria, Buenos Aires.



### Civil infrastructure works



### Uruguay

**Maldonado Treatment Plant – OSE.** EPC for 12 km of wastewater pipelines, including two pumping stations and executive projects, Maldonado.



### Italy

**Renovation of the Milan Polyclinic – Fondazione IRCCS Ca’ Granda.** Upgrade of 900-bed city hospital.

# | 05

## ENVIRONMENTAL COMMITMENT

La Rinconada Wind Farm, Argentina

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Techint E&C addresses the environmental aspects of its projects by identifying potential impacts early, defining mitigation measures and tracking their implementation throughout project execution.

SUSTAINABLE  
DEVELOPMENT  
GOALS



Environmental management is integrated into every stage of a project, from planning and execution to closure, taking into account environmental conditions, current legal and contractual requirements, and corporate guidelines. As part of this, Techint E&C has adopted a “zero deviation” principle that places prevention at the center of its operations.

This approach helps the company manage environmental issues consistently across projects while focusing on continuous improvement in its processes.

## Sustainable management

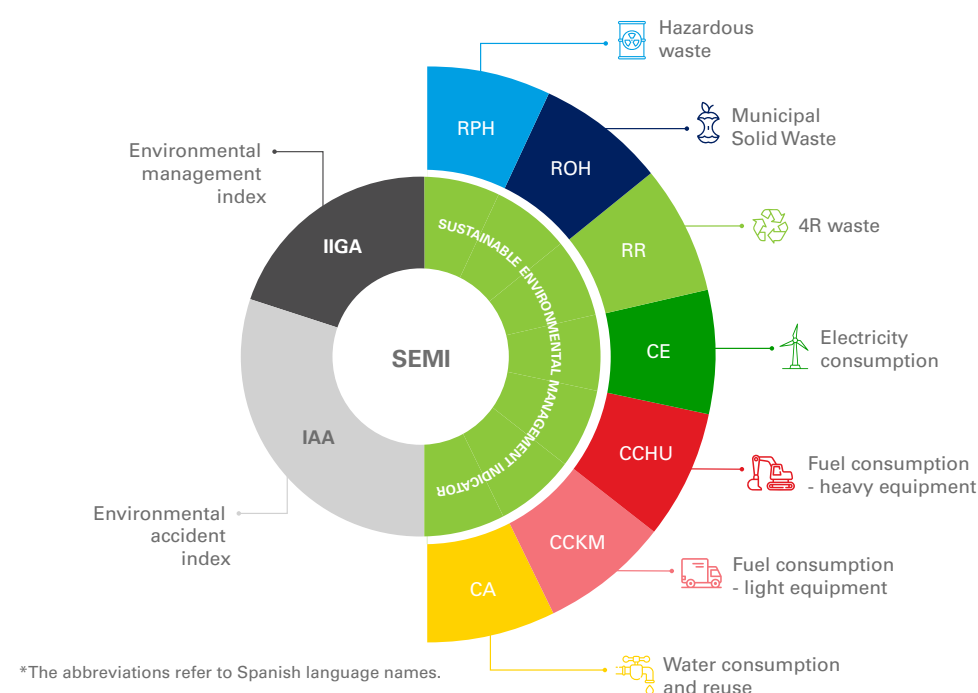
At Techint E&C, planning for environmental sustainability follows common corporate guidelines that define how environmental aspects are addressed across all sites and projects.

This structural approach helps align criteria, standardize processes and ensure the consistent application of solid environmental practices, regardless of the type or location of the work.

These guidelines are implemented at project level through clearly defined responsibilities and reporting mechanisms that allow teams to consolidate performance evaluation data and systematically monitor key environmental issues.

As part of this structure, each project develops its own Environmental Management Plan (EMP), tailored to its specific characteristics, operating environment and applicable legal and contractual requirements. As an operational tool, the EMP defines environmental measures and how they are to be implemented during project execution. It assigns responsibilities and establishes the controls required to manage environmental aspects throughout the project.

The company monitors its environmental performance through the Sustainable Environmental Management Indicator (SEMI), which combines different indices to measure compliance with established objectives. These indicators help guide decision-making, support operational control and drive continuous improvement across environmental practices.



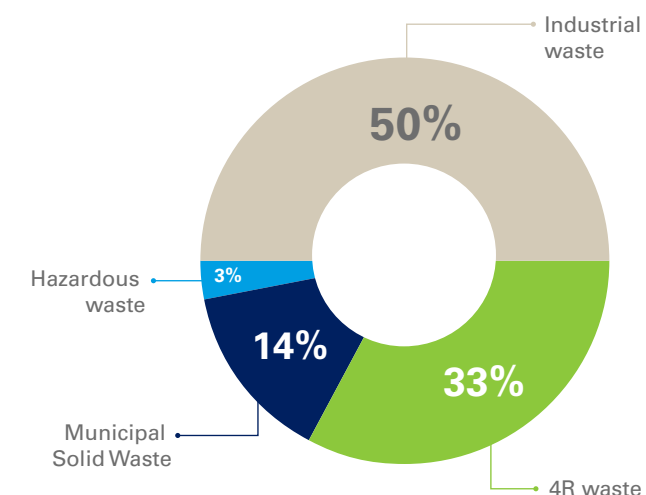
## Materials management and circular economy

Techint E&C takes a responsible approach to managing the materials and inputs used in its projects so that it can optimize resource use, reduce waste generation, and minimize the environmental impacts associated with its operations. This approach is aligned with circular economy principles and forms part of the company's Environmental Management System.

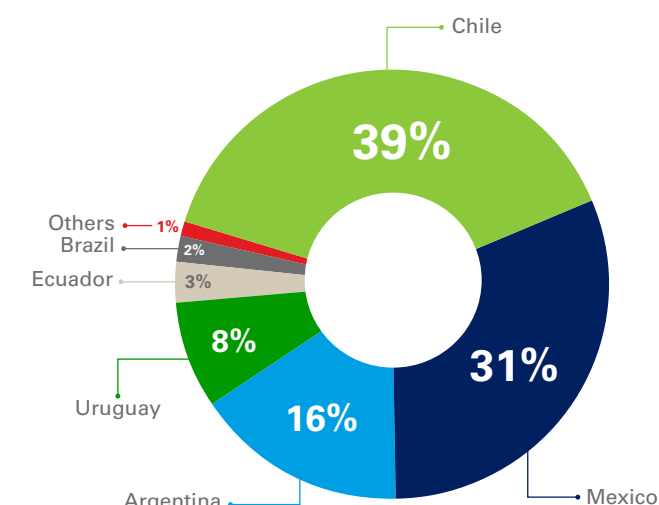
Management practices are guided by the 4Rs approach—reduce, reuse, recycle and recover—which shapes decision-making throughout the material lifecycle at each project. In practice, this means reducing the consumption of inputs, encouraging reuse within projects, recovering recyclable waste and reintegrating materials into other production processes whenever possible.



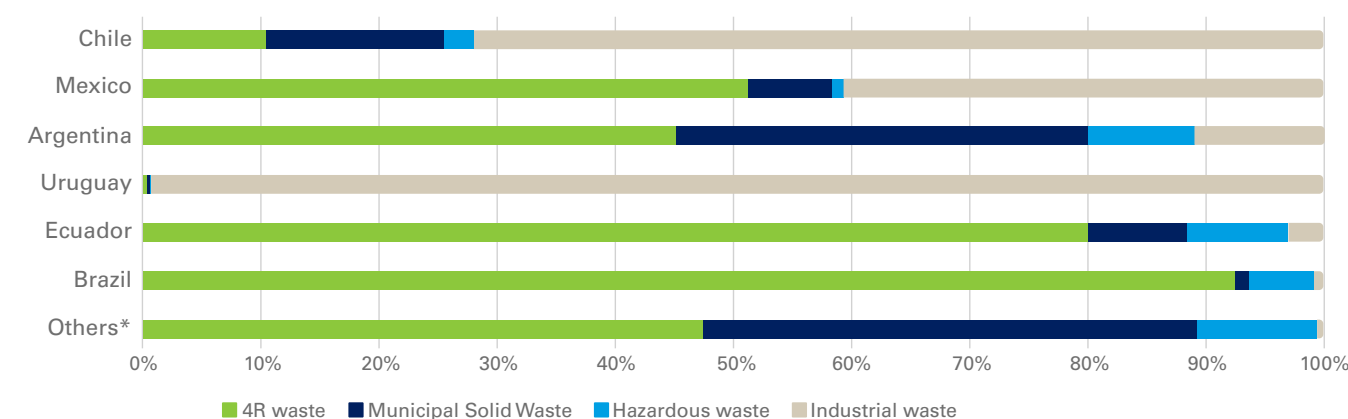
## Type of waste



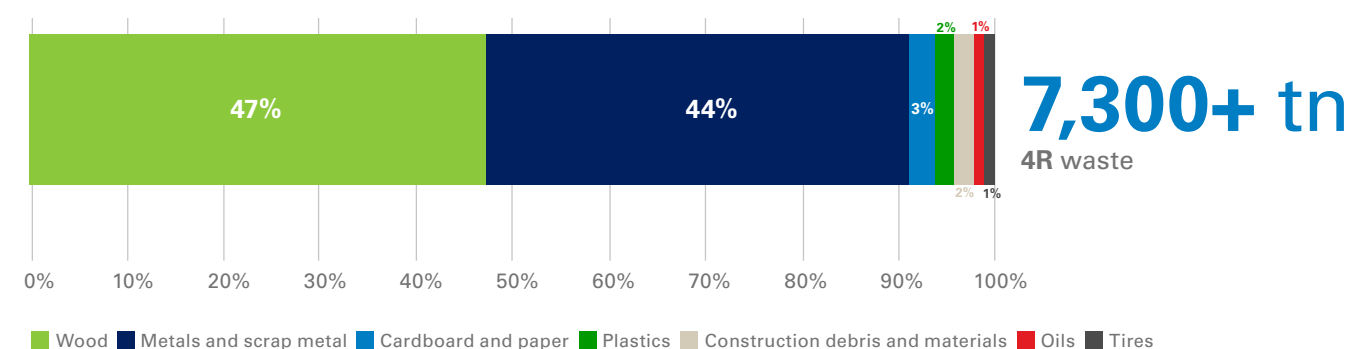
## Waste by country



## Percentage distribution of waste by country



\*Others: Colombia, Peru, United States, India.



All activities are carried out in line with applicable environmental regulations in force at each operating site. This ensures waste is correctly managed throughout its lifecycle, from generation and segregation, to transport, treatment and final disposal. Waste segregation at source plays a central role in this process, as each waste stream can be managed separately, efficiently and with full traceability.

Materials and waste management are also monitored through Environmental Management Indicators, which track resource consumption and waste generation systematically. The information is consolidated monthly at corporate level, supporting performance analysis and identifying opportunities for improvement as well as helping to guide data-driven decision-making.

The company also carries out initiatives to reduce the volume of waste sent for final disposal. These include reusing plastics, wood, tires, rubble and scrap metal; recovering aggregates for use in projects and community works; producing compost from organic waste; reusing equipment and furniture; and digitizing processes to reduce paper consumption.

Together, these actions support a more efficient and circular approach to environmental practices while helping address the sustainability challenges associated with the construction industry.

## Energy performance

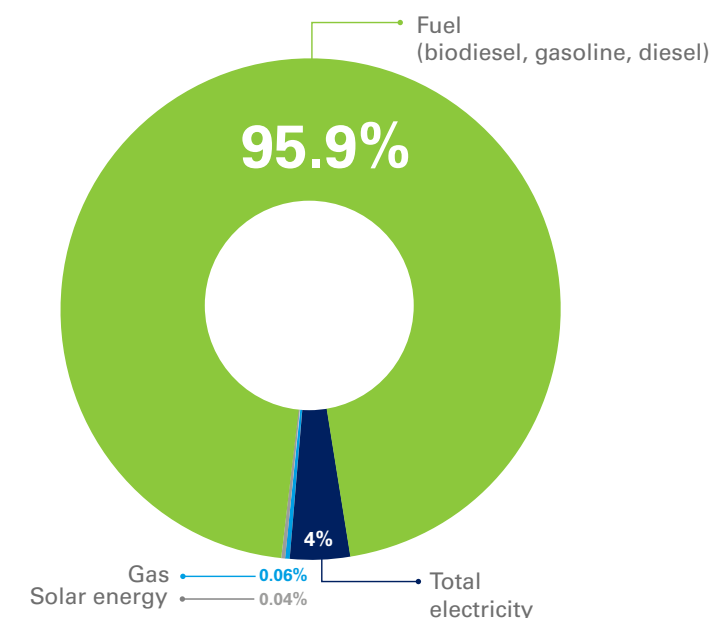
Techint E&C manages energy use through an Energy Management System (EMS) certified under ISO 50001:2018 and integrated into its IMS. In 2025, the company retained its certification and continued auditing the system internally to ensure effective implementation and continue improving energy performance.

The company focuses its energy management efforts on the efficient use of fuels in construction and transport equipment, as well as electricity consumption in fixed and temporary facilities. To support these efforts, it organized training and awareness initiatives—including Sustainability Committees and Cultural Fridays—to encourage good practices and more responsible energy use.

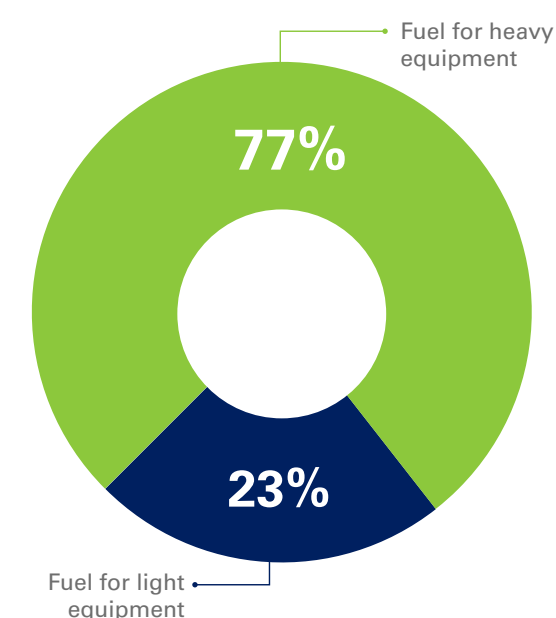
The company tracks energy performance through specific corporate indicators that monitor consumption, identify deviations and highlight opportunities for improvement across projects



## Energy consumption



## Distribution of fuel use



### Main actions taken to improve energy performance:

- Optimization of lighting systems through the progressive replacement of luminaires with LED technology.
- Installation of motion sensors to control lighting in bathrooms and meeting rooms.
- Use of natural light in offices, workshops and camps.
- Reduction of fuel consumption in equipment and machinery by controlling idling times, establishing operating guidelines to avoid unnecessary use, and training operators in efficient operating practices.
- Preventive maintenance and equipment renewal to improve energy performance, including the early detection of efficiency losses, correction of deviations and replacement of obsolete equipment with more efficient alternatives.
- Incorporation of renewable energy sources by installing solar panels in lighting systems, offices, workshops and platforms, reducing dependence on the grid and generator sets.
- Incorporation of electric mobility solutions into operational and internal transport activities, using EVs to reduce fossil fuel consumption and associated emissions.
- Development of an energy control panel to monitor consumption against reference values by equipment type and operating condition, making it easier to detect deviations and support decision-making.
- Periodic monitoring of energy performance by analyzing consumption and comparing with operational benchmarks to identify opportunities for improvement across projects.



# CASE STUDY | IDLING MANAGEMENT IN LIGHT VEHICLE FLEETS

## Los Toldos II Este project, Argentina

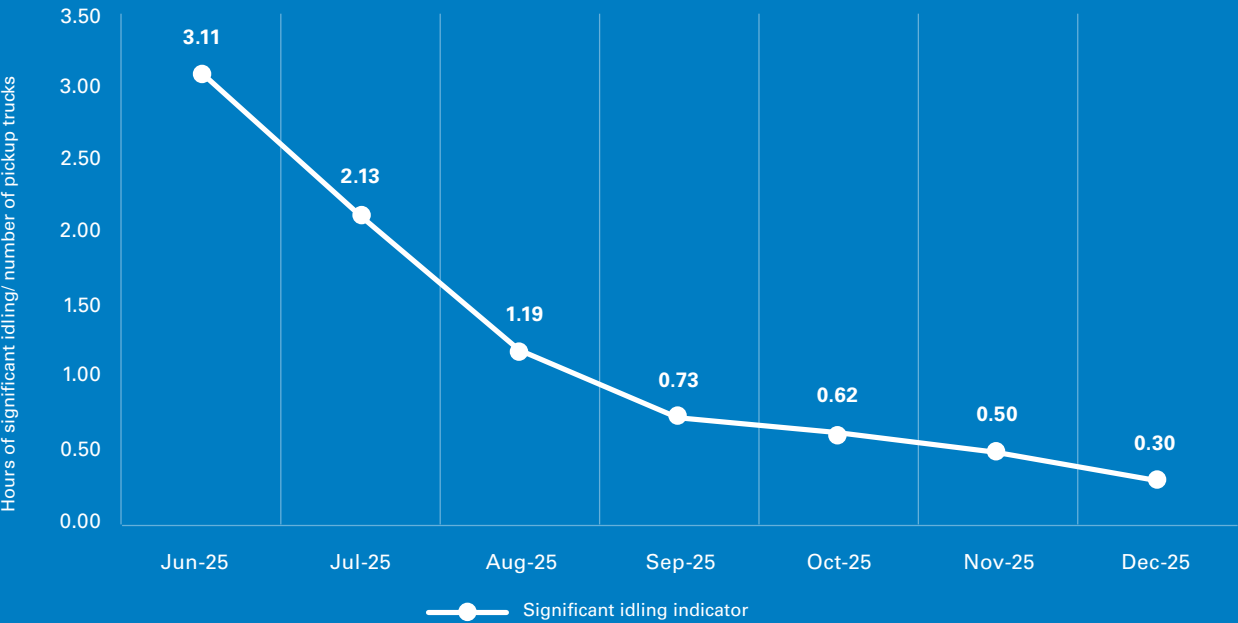
As part of efforts to improve energy performance and curb atmospheric emissions at the Los Toldos II Este project in Argentina, 380 pickup trucks were equipped with an idling monitoring system connected to a telemetry platform. The system tracks how long vehicles remain running while stationary, and maps where those events occur, generating actionable data to optimize fuel consumption and encourage more responsible driving practices.

As part of the initiative, the project introduced a ‘significant idling’ indicator, measuring periods during which engines remained on without moving for more than 10 minutes, compared with the total number of vehicles monitored.

By reviewing this indicator regularly, the team can spot deviations, pinpoint opportunities for improvement, and guide drivers toward more efficient operating habits.

This project helps reduce unnecessary fuel consumption and lower greenhouse gas and particulate matter emissions by actively monitoring and managing vehicle idling, helping to improve air quality across operating areas.

The initiative also highlights the growing use of data to guide environmental decisions and identify opportunities for improvement.



## 10 Rules for Energy Performance

→ [CLICK HERE](#)

## Emissions

Techint E&C manages greenhouse gas (GHG) emissions in accordance with ISO 14064-1 guidelines and in alignment with the GHG Protocol. It identifies and prioritizes emission sources based on their relevance and the level of operational control exercised by the company over each activity.

In 2025, the company focused its emissions management efforts on energy-related sources, as these emissions arise directly from operations and affect the performance of the Energy Management System (EnMS), which remains under the company’s direct operational control.

### The GHG emissions considered and quantified correspond to the following categories:

- **Direct emissions from stationary and mobile combustion (Scope 1):** include emissions generated by fuel combustion in heavy equipment and project vehicles. Due to the nature of the company’s engineering and construction activities, these emissions account for the largest share of this year’s emissions inventory.

- **Indirect emissions associated with electricity consumption (Scope 2):** correspond to emissions generated by purchased electricity consumed primarily in company facilities, headquarters and offices.

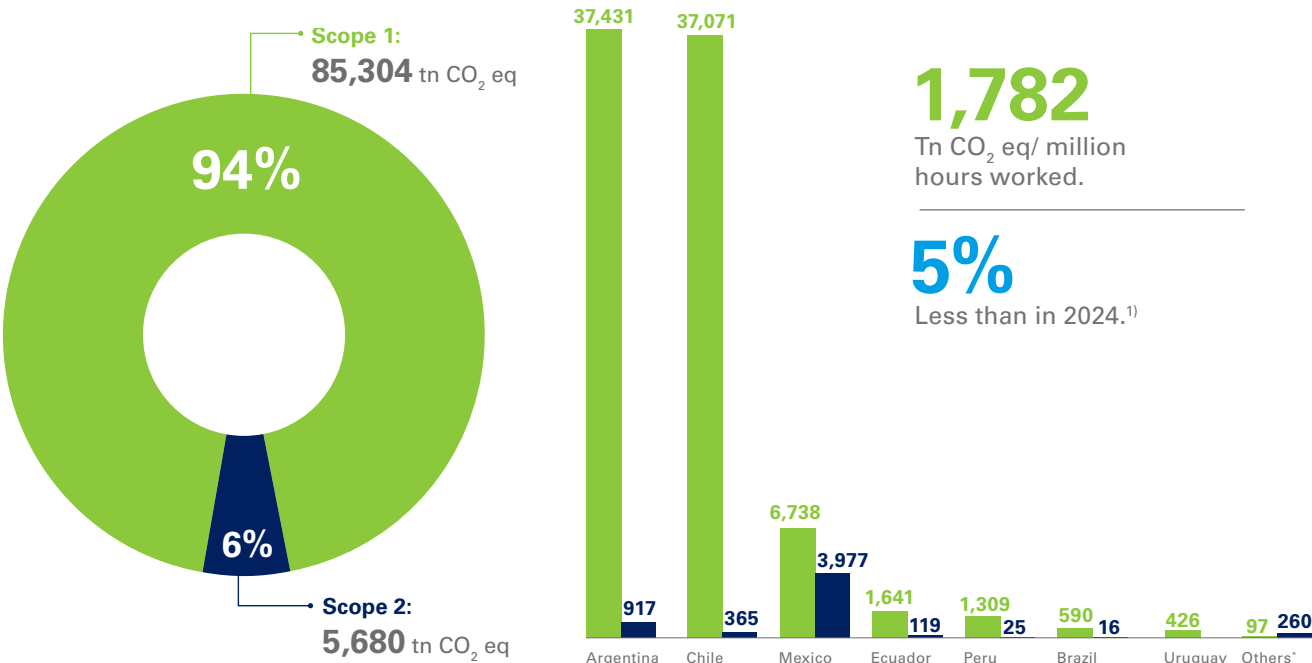
Emissions are calculated individually by each project, using activity data collected on site to ensure a consistent and traceable approach across the company. The results are then consolidated and uploaded into the Corporate Emissions Inventory.

Based on this quantification, the company calculated its corporate carbon footprint as an environmental performance indicator, measuring GHG emissions against activity levels using emissions per million hours worked as a reference metric.

This approach enables comparisons across projects, supports performance tracking over time, and strengthens decision-making aimed at improving energy performance and emissions management.



## 2025 Carbon footprint tn CO<sub>2</sub> eq



\*Others: Colombia, India, Italy and United States.  
<sup>(1)</sup> Recalculated according to verification methodology.

## CASE STUDY | Corporate Greenhouse Gas Inventory

### Carbon footprint verification

Techint E&C drew up its first Corporate Greenhouse Gas (GHG) Inventory for the July 2024–June 2025 period in accordance with ISO 14064-1:2018 guidelines and the GHG Protocol.

The initiative forms part of the company's efforts to strengthen energy and environmental management under its ISO 50001:2018-certified Energy Management System.

The inventory covers Scope 1 and Scope 2 emissions, identified as the most significant due to their direct relationship with energy consumption.

It includes facilities, projects, services, administrative offices and engineering centers in Argentina, Brazil, Chile, Ecuador, India, Italy, Mexico and Spain, applying the criterion of operational control to define organizational boundaries as set by the GHG Protocol.

The main sources of emissions identified correspond mostly to fossil fuel use—through stationary and mobile combustion—and electricity consumption. In total, the Inventory lists 28 relevant sites, including headquarters, machine parks, engineering centers and projects in the countries falling within its scope.

The calculation refers to emissions factors from official sources in each country, while Global Warming Potentials are based on the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC).



## Water and effluents

### Water management

At Techint E&C, water resource management focuses on minimizing consumption and maximizing the use of alternative sources, according to the specific characteristics of each project and its surroundings.



Water sources vary according to the location of each project and may include the public water supply, sources provided by the customer, or authorized water intakes. In all cases, water management prioritizes reducing consumption and increasing water reuse to ease pressure on natural resources and improve the efficient use of available sources.

Water is mainly consumed by construction-related activities, such as camp supply, particulate matter control, equipment washing, concrete production, cooling processes and hydrostatic testing.

As part of the company's environmental management system, water consumption is monitored at the projects by tracking supply sources, volumes used and opportunities for water reuse. This information is consolidated at corporate level to monitor overall environmental performance and identify opportunities to improve water resource management.

### Effluents: management and reuse

Project effluents are classified as grey water and black water. Depending on the conditions at each site, these effluents are either discharged into existing sewer systems or treated through dedicated treatment systems.

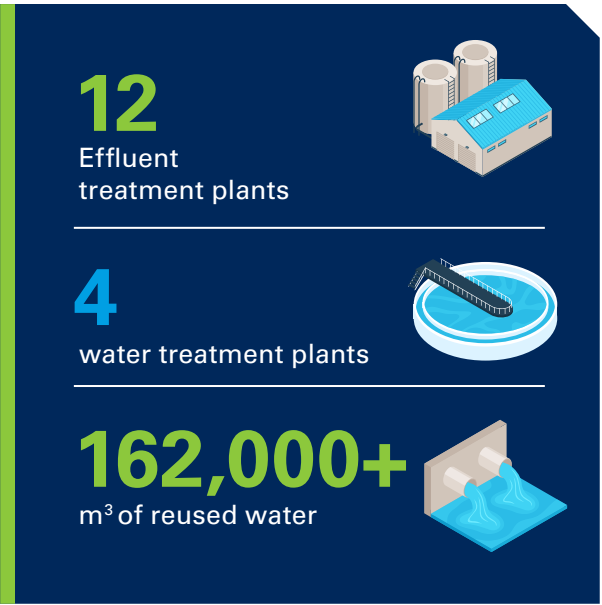
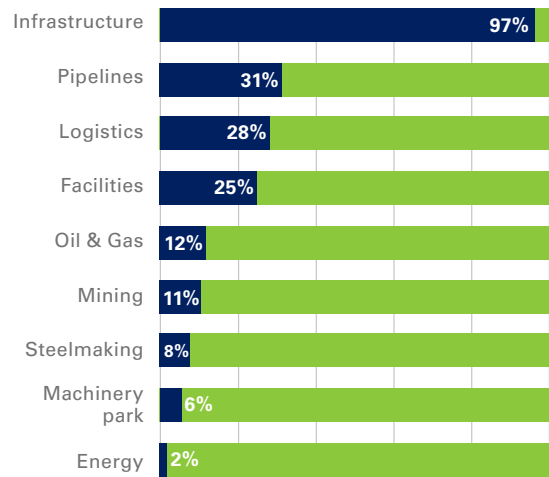
Where treatment plants are available, treated water can be reused in activities deemed compatible, helping to reduce the extraction of groundwater and surface water sources. The company also uses reclaimed water from third parties and internal processes whenever feasible, while meeting applicable regulatory and quality requirements.

Water management follows an approach that prioritizes:

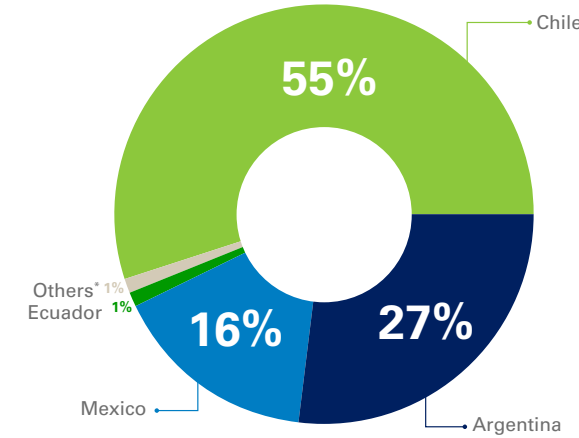
- Reducing water consumption at source.
- Reusing treated or recovered water.
- Using rainwater where conditions allow.
- Evaluating technical alternatives, such as natural treatment systems.

This approach helps the company use water more efficiently, comply with regulatory requirements and continue operating effectively across its projects.

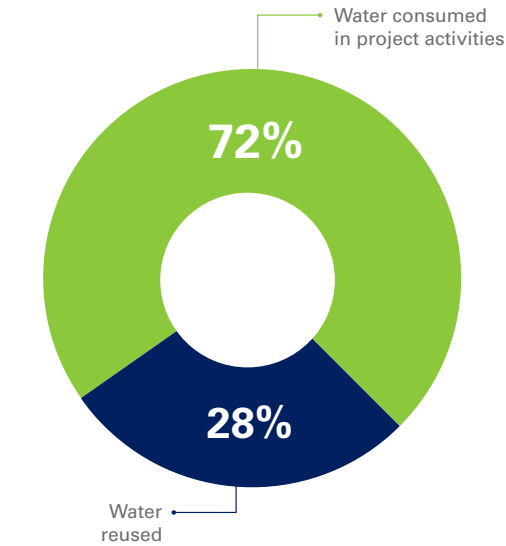
### Water reuse by segment



### Water reused by country



\*Others: Brazil, Colombia, Peru, United States and Uruguay.





## Biodiversity

At Techint E&C, biodiversity management takes a preventive approach that is integrated into project planning and execution and aligned with the company's Environmental Management System.

Given the range of different environments in which the company operates, project management takes biodiversity into account from the early stages of planning, incorporating analysis into environmental assessment and technical planning processes.

**In line with this approach, biodiversity management during project execution focuses on the following:**

- Early identification of sensitive areas or areas of environmental value.
- Definition of preventive measures suited to each environment.
- Minimization of impacts on ecosystems.
- Proper environmental restoration once activities are completed.

This approach is implemented systematically throughout all project stages, from initial surveys through to closure and demobilization activities.

Management measures include protecting flora and fauna, relocating species where appropriate, implementing corridors or buffer zones, and restoring intervened areas in accordance with legal requirements and corporate guidelines.

The company also provides training for personnel involved in operational activities to help teams identify impacts early and correctly apply the environmental protection measures defined for each project.

## CASE STUDY | Proactive biodiversity management during the construction phase

### SADDN project, Chile

During the early stages of the SADDN project in Chile, the Techint E&C Environment team detected the presence of the short-tailed chinchilla, a species classified as Critically Endangered (CR), which had not been identified in the baseline Environmental Impact Assessment (EIA). The team made the discovery through field observations and the detection of indirect evidence, including droppings.

In response, the team applied an adaptive management approach aligned with the customer's strategy and based on the site's actual environmental conditions. The actions implemented included:

- **Habitat protection and management:** identification of 36 burrows, establishment of restricted areas with signage, information panels and acoustic barriers, and protection of the tomatillo plant, a food source for the species.
- **Worksite management and control:** guarded and gated access points, together with daily personnel traceability.
- **Training and awareness:** biodiversity sessions attended by 1,920 employees, totaling 3,800 training hours.
- **Specialized technical monitoring:** noise and vibration measurements, together with the release and tracking of specimens by professional biologists under the supervision of project environment personnel. Output from these activities included 35 weekly reports, 717 noise and vibration monitoring records, and 919 specimen release and biotic monitoring reports.
- **Contingency management:** controlled dismantling of burrows in accordance with the authorized plan.

This approach allowed the work to move forward without affecting any specimens, while helping the team build technical expertise and deepen its understanding of how to manage projects with complex environmental constraints. This experience highlights Techint E&C's capabilities in responsible biodiversity management during the construction phase, while contributing practical knowledge and technical lessons that can be applied in future projects.



## Archaeology and paleontology

Techint E&C has an interdisciplinary team of archaeologists and paleontologists who work closely with project personnel. They train workers to recognize findings and take the right action in line with the permits issued by the relevant authorities in each country.

### Preventive work consists of:

- Archaeological and paleontological surveys carried out prior to earthworks within the direct and indirect areas of project impact.
- Preventive archaeological and paleontological surveys conducted in any areas modified during project execution—including river crossings, quarries, workshops, camps, material stockpiles and access roads—as well as on-site monitoring during earthmoving activities.
- Training sessions for personnel and contractors to raise awareness of the archaeological and paleontological features of the project area and foster a sense of respect for this heritage.

If the corresponding permit is obtained, the following activities are carried out:

- Materials found on the surface are collected upon detection, photographed, and their location and spatial distribution recorded before storage.
- All interventions are reported in a timely manner to the enforcement authority, together with georeferenced information on the cultural asset affected and the materials recovered.
- Recovered materials are cleaned, analyzed, conditioned and bagged in the laboratory before being delivered to the enforcement authority.



## CASE STUDY | Archaeology and Paleontology

### SADDN project, Chile

Over 2025, the SADDN project continued its efforts to protect local cultural heritage by maintaining the 134 archaeological sites identified within its area of influence. This included replacing elements such as damaged protective netting and signage.

At the same time, the team rolled out an intensive training program comprising 996 sessions attended by 7,982 people and totaling 5,496 hours. The sessions covered key topics such as the importance of cultural heritage and archaeology, the applicable legal framework, circulation protocols in sensitive areas, and procedures for accidental findings.

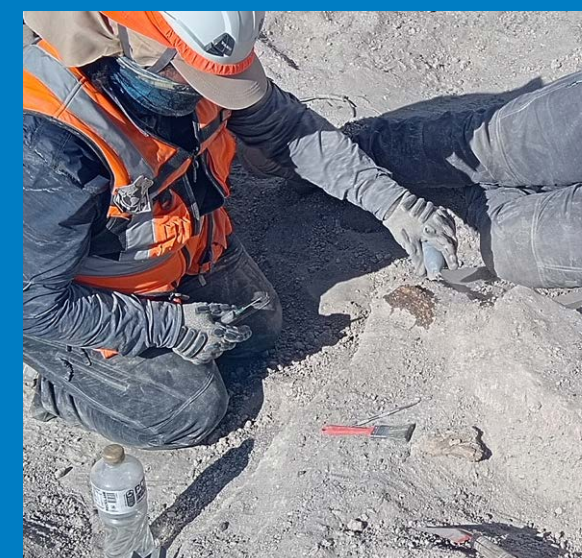
In addition, the project team cemented its collaborative alliance with the Alto Loa Atacameño Indigenous Museum. They built specialized storage facilities to safeguard heritage collections and materials recovered in excavations carried out in the project area and surrounding region.

During the year, the team also identified several archaeological and paleontological findings in the communes of Tocopilla and María Elena. The IMP-28 and IMP-53 sites were characterized as low-density ephemeral occupations associated with rustic structures, and a specific lithic knapping

event, respectively, leading to the recovery of malacological and lithic materials of interpretive value.

In parallel, the discovery of terrestrial mammal fossils from the Quillagua Formation resulted in the recovery of 143 samples, which are currently being analyzed in the laboratory.

The findings highlight the archaeological and scientific significance of the area.



## Environmental costs

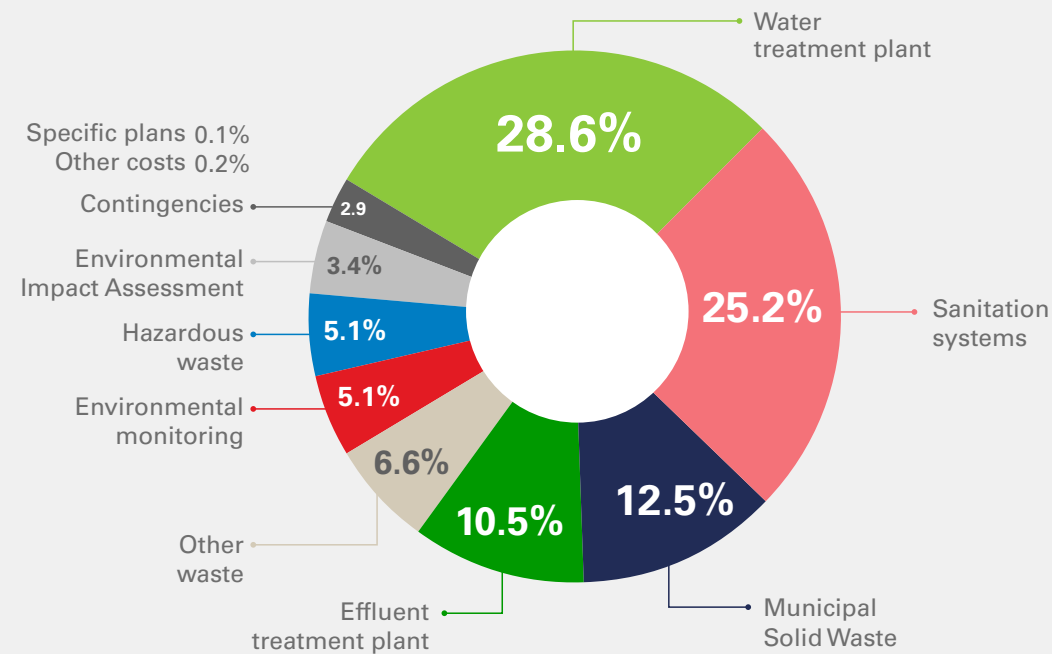
### Valuing sustainable management

Project planning takes into account the full spectrum of environmental costs involved from the bidding stage through demobilization and closure.

The main aspects addressed during project execution include:

- Conducting baseline, complementary and specific environmental studies according to the needs of each project and customer, while maintaining Techint E&C quality standards.
- Managing waste and associated logistics.
- Installing and maintaining effluent treatment plants and sanitation systems.
- Carrying out periodic environmental monitoring.
- Preparing for and responding to environmental contingencies.
- Managing community relations.
- Installing and maintaining water purification plants.
- Implementing specific plans for the rescue of flora, fauna and cultural heritage.
- Implementing specific plans related to the Energy Management System.
- Restoring and reforesting affected areas.

## Environmental costs



## Purpose

Techint E&C seeks to continue improving its environmental performance through actions aimed at reducing its carbon footprint, making more efficient use of resources and innovating across its operations. The company's approach promotes more efficient, circular and responsible operating models that support both project execution and everyday life.

## Action plan

By 2026, Techint E&C aims to:

- Enhance environmental indicators and incorporate new monitoring platforms.
- Implement GHG reduction plans to reduce its carbon footprint.
- Improve energy performance, with a target to reduce total consumption by 3%.
- Identify opportunities to reduce water consumption and increase reuse.
- Expand integrated waste management programs based on circular economy principles.
- Strengthen environmental engagement with families and communities.
- Deploy environmental and energy training and communication programs for people at all levels of the organization.





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## SOCIAL DEVELOPMENT

Volunteers in Action, Lázaro Cárdenas, Mexico.

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Techint E&C supports the development of its employees, who play a key role in building knowledge across the organization, by equipping them with the tools they need for professional growth. The company is equally committed to development in the countries where it operates and carries out initiatives to improve quality of life in the communities near its projects.



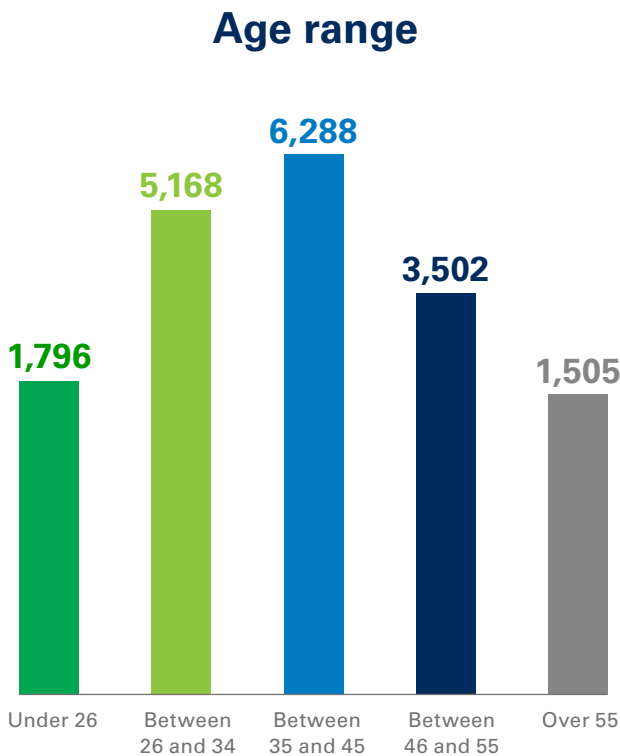
Employees

Techint E&C has 19,006 direct employees worldwide, including management, technical, administrative and operational personnel.

Hiring levels adjust to the needs of each project stage, reflecting the dynamic nature of the business. This structure also creates opportunities for internal mobility through different career development programs.

As a standard practice, the company prioritizes hiring personnel from the communities where projects are carried out. When qualified local labor is not available, staffing needs are covered with personnel from other locations.

The company also supports the development of the communities neighboring its projects by deploying training programs that meet local skills needs.



Workforce development

Techint E&C seeks to create a work environment where employees can develop their creativity, strengthen their sense of belonging, and actively contribute to the organization. Through its Compensation Policy, the company aims to ensure internal equity and external competitiveness, regardless of gender.

In line with current legislation and company policies and procedures, all members of the workforce are guaranteed equal opportunities, the right to freely associate and unionize, and the right to collective bargaining.

Human Resources Development

Techint E&C’s talent management program addresses the challenge of understanding each employee’s capabilities and development needs in order to place people in roles where they can perform at their best.

To support this approach, the company develops programs and processes that guide employees’ professional growth, encourage self-development initiatives and provide career opportunities that make the best use of their potential within the roles required by the business.

Graduate Professionals Program

This program plays a key role in developing the company’s future professional and managerial talent. It supports young professionals during their first years at the company, helping them build a broad understanding of the business while complementing their academic background with technical and managerial training designed to help them reach their full potential.

Summer Internship Program

The program lasts three months and is designed to give university students meaningful first-hand professional experience. By participating in real, highly complex projects, interns complement their academic training, apply the knowledge acquired during their studies and develop skills that will support their future careers.

In 2025, Techint E&C welcomed 56 interns in Argentina as part of the 41st edition of its Summer Internship Program, continuing its long-standing commitment to the training and development of young talent.

People Review process

Techint E&C has a process for defining career advancement paths based on a diagnostic tool that helps assess the qualitative and quantitative workforce capabilities required both today and in the future.

Based on this assessment, the company defines individual career plans for employees with development potential.

Internal Job Posting process

Through this process, employees can view internal vacancies and apply for positions that match their interests. The program expands visibility into opportunities across the company and also gives employees a channel to express their professional growth expectations.

Performance Management process

The Performance Management Process assesses how employees contribute to the company’s business objectives by reviewing their goals and competencies. The process is carried out twice a year for young professionals and annually for all other employees.

The process includes several stages: mid-year objective reviews, self-assessments, evaluations, feedback sessions and the definition of objectives for the following year. It also includes an Evaluation Committee, where managers and directors from different areas review comparable profiles and validate or adjust evaluations through consensus.

The competencies assessed include business knowledge, customer focus, professionalism, leadership, teamwork, collaboration and adaptability to different contexts.

All company personnel participate in the annual Performance Management process, except for Young Professionals.

## Main Training Programs



### Training Programs

Techint E&C considers employee training to be a key driver of the organization’s sustainable development. During 2025, the company delivered a total of 477,219 training hours covering Safety, Diversity and Inclusion initiatives, technical and management training, and topics related to employee well-being.

These results reflect the company’s continued investment in the professional, technical and personal growth of its people.

As part of its long-term corporate leadership development strategy, the company continued to roll out the Techint Management Program (TMP), its flagship management training initiative. In 2025, 79 leaders took part in the program, bringing the total number of directors and managers trained since its launch to 157.

Similarly, the Global Leadership Development Program (GLD), aimed at middle management, has reached more than 463 participants since its inception, reinforcing key team management skills.

As part of its strategy consolidation process, last year the company held a Business Development Workshop, bringing together participants from all countries where Techint E&C operates.

The initiative totaled more than 1,500 training hours dedicated to improving commercial management skills as well as customer relations.

The company also organized technical workshops in areas such as Quality and Supply Chain, and held project-focused sessions that enabled teams to exchange experiences, identify strengths and capture lessons learned from ongoing operations.

Training young professionals also remained a priority for Techint E&C. In 2025, the company invested 12,947 training hours to help employees develop professionally and build the technical and management skills needed across the business

IN 2025 DELIVERED

9,847

Hours of training in the Diversity Program (+diversity).

The company also expanded its technical training programs to help teams build deeper specialized expertise across the organization.

At the same time, the company expanded its Diversity and Inclusion initiatives, reflecting its commitment to building more equitable and inclusive work environments. As part of the diversity program, teams carried out several initiatives worldwide, totaling 9,846 hours of training, including the Diversity and Harassment-Free Workplace Environment Workshop.

### Workplace climate management

Techint E&C believes that good business management has a positive effect on employee well-being and encourages long-term commitment to the company, contributing to higher-quality work.

Each year, the company measures employee experience, analyzes and shares the results, and uses the findings to improve working conditions across the organization.

As part of the Techint Group, the company conducts Opinion Surveys every two years and annual Pulse Surveys to gather employee feedback on topics related to the workplace climate. Participation is voluntary and confidential, and all non-union employees with more than three months of service at the company are invited to take part.

The surveys carried out in recent years led to the development of the following programs, which address the main areas of workplace climate management:

#### Workplace Climate Ambassador program

The program appoints representatives from each area to help monitor workplace climate, follow up on improvement actions, and identify new employee needs and concerns. Working jointly with Human Resources and area management, ambassadors help develop and implement initiatives aimed at improving the work environment across offices and projects. Ambassadors meet regularly to review workplace climate issues, monitor progress and discuss improvement opportunities.

#### Flexibility program

The plan covers all employees working in Techint E&C offices across Latin America. Its main goal is to make it easier for employees to balance work responsibilities with personal life, through flexible schedules and initiatives such as Flexible Fridays.

Since 2022, and following the analysis of the Opinion Survey results, Techint E&C has

expanded its benefits as part of a new way of working centered on employee well-being:

- Maternity leave. Guarantees a minimum of 120 consecutive days of paid leave.
- Paternity leave. Guarantees a minimum of 30 consecutive days of paid leave.
- Adoption leave. Grants adoptive parents the same leave periods provided to biological mothers and fathers.
- Flexible scheme for new parents. Allows employees returning from maternity, paternity or adoption leave to work remotely three days a week and onsite two days a week during the child’s first year.

### Diversity, Equity and Inclusion

Through its Diversity Program (+diversity), Techint E&C works to build a more inclusive and equitable workplace. The company sees diversity not only as a core value, but also as a source of perspective, talent and growth, creating opportunities for people to develop and contribute across the organization.

For Techint E&C, diverse and inclusive work teams play a central role in building a workplace grounded in respect for identities, equal opportunities and meritocracy. During the third year of the program, efforts centered on deepening the company’s inclusive culture and further shaping its approach to diversity.

During 2025, the company launched the global campaign “We Need to Talk About Harassment,” reaching 4,674 employees and delivering 9,348 hours of training aimed at reinforcing zero tolerance for workplace harassment and discriminatory behavior.



This commitment is reflected in measurable results. Female participation in the Young Professionals and Graduate Professionals programs rose from 34% in June 2024 to 36% in December 2025. Since the launch of +diversity, the company has also made progress in addressing the challenge of retaining women: the voluntary turnover rate among women in indirect positions (office-based roles) fell from 6% to 3% over the same period, reflecting sustained improvements in the retention and development of female talent.

In 2025, Techint E&C expanded the scope of its Gender Subcommittee—renamed the Gender and Sexual Orientation Subcommittee—and created a Disabled Persons Subcommittee. Both operate globally, with participation from all geographic areas, and play a central role in helping build more equitable and inclusive work environments. In addition, the company’s Innovation platform allows employees across the organization to submit ideas and proposals for evaluation by the subcommittees.

The company also held the second edition of the Leadership Accelerator Women in Construction program, developed in collaboration with Ambition Theory to address industry barriers and help women advance into leadership roles in construction.

In addition, Techint E&C launched the Maternity Mentoring program to support expectant mothers and their leaders, helping reduce bias in professional development and career growth.

Among other initiatives, the company organized webinars for LGBTQIA+ Pride Day and the International Day for the Elimination of Violence against Women, and updated female employee profile displays in internal systems to better reflect individuals’ personal identities.

Techint E&C published its first Annual Diversity Report and updated its corporate competency model to reflect five pillars aligned with the company’s values: diversity awareness,

psychological safety, open-mindedness, active listening and a respectful workplace.

The company also launched its second Diversity Survey, expanding its analysis of gender and sexual orientation, people with disabilities, multiculturalism and generational diversity. The survey explored issues related to culture, individual experience, equity, work environment, inclusion and confidentiality.

At regional level, Peru, Chile and Ecuador joined the Women in Mining program. In Colombia, Chile, Ecuador, Brazil and Mexico, the company hired 91 people with disabilities—primarily in Chile—and also launched a self-identification process for employees already working within the organization.

In Ecuador, the company earned the Safe Company Seal Award for the fourth consecutive year, recognizing its work to foster workplaces free from violence and discrimination against women.

In Brazil, the company launched an internal mentoring pilot program and carried out a racial self-identification census as part of its efforts to expand equity and inclusion initiatives.

In Chile, the company conducted a Disability Accreditation Survey that helped identify employees with disabilities and define concrete support measures.

Personnel surveys

Techint E&C uses Qualtrics to conduct its Climate Surveys, a globally-recognized platform designed to help organizations listen to, analyze, and act on what their employees, customers, and users think and feel.

In 2025, the Women’s Inclusion and Training Program in Construction trained over 80 women in Argentina, Brazil and Mexico. Since its launch, the program has reached 250 women and delivered more than 14,000 hours of training in operational specialties.

The platform is the company’s primary channel for conducting Climate and Diversity & Inclusion Surveys, providing a secure and confidential environment for participation. The next Pulse Survey is scheduled for March 2026.

Community Relations

Techint E&C works with partners that share its values regarding human rights, employees, communities and ethical business practices. The company seeks to generate lasting value in the communities surrounding its projects, supporting both social progress and individual development.

Ethics and transparency have long been central to the company’s way of doing business. To support this approach, Techint E&C has established a series of tools and policies aimed at guiding ethical conduct across the organization, including the Code of Conduct, the Business Conduct Policy, and the Transparency Policy in Relations with Third Parties.

These instruments define the principles governing interactions with public officials, government entities, other organizations and private individuals. They also establish specific procedures to evaluate and ensure third-party compliance with the company’s ethical standards.

The company also supports campaigns aimed at improving access to employment, social inclusion and healthcare across the countries where it operates.

Education plays a central role in the Techint Group’s approach to social development. Through its Community Relations area, the Group runs a number of technical education programs which are supported by Techint E&C alongside its sister companies:

Roberto Rocca Technical Gene

The program provides students and teachers from technical schools with training, internships and access to technology in the communities where Techint Group companies operate. Its objective is to help prepare young people for the challenges of working in industry while building stronger connections between technical education and the productive sector.

Roberto Rocca Scholarships

The Roberto Rocca Scholarships program is the longest-running educational initiative of the Techint Group. It recognizes young people in local communities who stand out for their academic excellence and dedication, helping them continue their studies at secondary, university and doctoral levels. The scholarships help expand access to educational opportunities and support social mobility within the communities where the company operates.

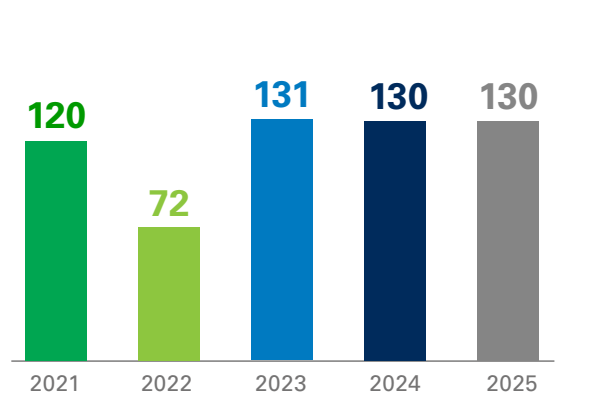
In 2025, Techint E&C awarded 200 scholarships: 130 to secondary school students and 70 to university students. Of the scholarships granted to secondary school students, 30 were awarded in Argentina—with support from the Fundación Hermanos Agustín y Enrique Rocca—80 in Ecuador and 20 in Mexico.

At university level, 29 Roberto Rocca Scholarships were awarded in Argentina, 18 in Chile, 15 in Mexico and 8 in Peru.

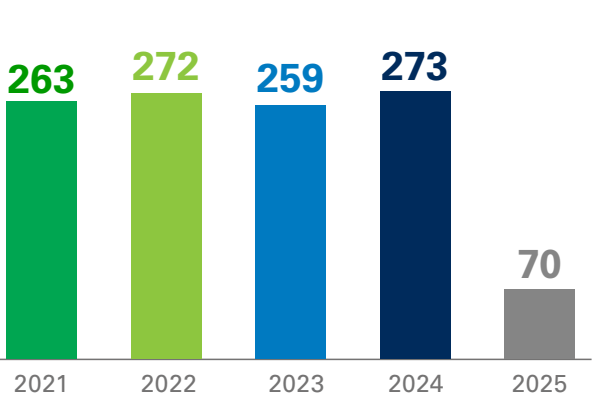
The company also works with the Cimientos Foundation to provide scholarships that help young people from vulnerable socioeconomic backgrounds access higher education.

In addition to financial assistance, students in the program receive guidance and ongoing support throughout their educational journey.

Secondary school scholarships



University level scholarships



# VOLUNTEERS IN ACTION

This volunteering initiative brings employees from Techint Group companies together with local communities to renovate schools and improve learning environments for students.

In 2025, Techint E&C volunteers participated in school renovation projects across several countries:

## ARGENTINA

### María de Guadalupe School, in Gral. Pacheco, Province of Buenos Aires

- Renovating the kindergarten playground, painting murals, creating a vegetable garden, pedestrian walkway and bicycle path, and installing urban furniture produced using Techint E&C's 3D concrete printing technology.
- 62 volunteers from Techint E&C and the local community.
- Benefit to 700 pupils.



## BRAZIL

### 7 de Outubro Municipal School, in Ipatinga, Minas Gerais

- Painting walls, restoring the schoolyard, repairing playground equipment, replacing damaged tiling, maintaining drainage systems, restoring the kitchen gas installation, cleaning exterior areas and repainting railings. The project also provided shelves, tables, chairs, blackboards, drinking fountains, air-conditioning units, storage boxes and more than 250 books.
- 88 volunteers from Techint E&C and the local community.
- Benefit to 260 students.



## CHILE

### F9 Pedro Aguirre Cerda Special School, in Tocopilla, Antofagasta

- Painting classrooms and shared spaces, and refurbishing the carpentry workshop.
- 23 volunteers from Techint E&C and the local community.
- Benefit to 103 students, many of them with permanent disabilities. The institution also provides carpentry and baking classes for adults.



### Ardillitas Kindergarten, in Tocopilla, Antofagasta

- Painting and refurbishing five classrooms in the nursery and kindergarten section.
- 23 volunteers from Techint E&C and the local community.
- Benefit to 150 pupils.



## ECUADOR

### Puerto San Lorenzo Educational Unit, in Shushufindi Canton

- Painting classrooms, cleaning green areas and carrying out general improvements across the school.
- 70 volunteers from CPP and the local community.
- Benefit to 43 students



### Flor de Oriente Educational Unit, in Francisco de Orellana Canton

- Building new sanitary facilities, painting, landscaping and carrying out general clean-up work.
- 103 volunteers from CPP and the local community.
- Benefit to 310 students.



## MEXICO

### Niños Héroes Primary School, in Santiago Tianguistenco

- Building classrooms and boundary walls, and upgrading shared spaces throughout the school.
- 108 volunteers from Techint E&C and the local community.
- Benefit to 127 pupils.



### Frida Kahlo Kindergarten, in Lázaro Cárdenas

- Improving and restoring school facilities, including the façade, special education room, restrooms and kitchen.
- 50 volunteers from Techint E&C and the local community.
- Benefit to 158 pupils.



### Profesor José Mario Elizondo Montalvo Secondary School No. 145, in Pesquería

- Cleaning and painting facilities, carrying out general improvements and planting native trees.
- 26 volunteers from Techint E&C and the local community.
- Benefit to 690 students.



### Ing. Esteban Rock Kindergarten, in San Nicolás de los Garza, Nuevo León

- Cleaning and painting school facilities, relocating doors, renovating the playground and preparing the school garden.
- 31 volunteers from Techint E&C and the local community.
- Benefit to 69 pupils.



## Other local activities

Techint E&C also supported a range of community initiatives designed to improve quality of life across the countries where it operates:

### Brazil

Employees from the São Paulo headquarters and the MOA-Usiminas and LTA projects joined the Natal Solidário campaign, collecting and donating 1,491 kg of non-perishable food to local organizations.

At Techint E&C's Offshore Unit, employees also sponsored 10 children and teenagers by donating school backpacks, shoes and hygiene kits.

### Ecuador

The School Health Prevention and Promotion Brigades held activities in five rural schools in Auca and Shushufindi. The team provided optometry services to 182 children and dental care to 210, as well as distributing 85 pairs of glasses.

Students from eight rural schools in Auca and Shushufindi also received school supply kits.

### Peru

Techint E&C employees joined a program organized by Pluspetrol, a Techint Group customer, for communities within its area of influence. As part of the initiative, nine local residents completed a masonry workshop that combined 48 hours of theoretical and practical training. Participants were assessed and received certification upon completion.



Preventive culture

Techint E&C’s Integrated Management System (IMS) provides the framework for the company’s preventive culture and supports its global “zero deviation” commitment. Through its six main components, the system provides a unified approach to preventive management, operational quality and continuous improvement, helping anticipate risks, strengthen controls and encourage safe practices across the organization.

Preventive management plans are developed from the early stages of each project, incorporating environmental, social and economic considerations throughout the project lifecycle. This integrated approach supports more robust planning, helping to minimize impacts, protect people’s health and safety, and ensure operational efficiency.

The IMS also extends to subcontractors and suppliers, who are expected to apply the same preventive principles and work toward the company’s sustainability goals.

This working model ensures consistency, traceability, and continuous performance improvement throughout the value chain.

Together, these practices shape the way Techint E&C structures its operations, embedding prevention into day-to-day decisions and supporting the well-being of people, operational excellence and accountability with each project delivered.



Integrated Management System - IMS



10 Critical Risks

Prevention plays a central role in day-to-day activities at Techint E&C, helping create a safe environment and encouraging behaviors that protect the health, safety and well-being of its employees.

This is reflected in a range of initiatives aimed at reinforcing safe habits and practices across projects, services and offices.

An analysis of the main incidents highlights the need to place special emphasis on work planning.

This focus is reflected in the 10 Critical Risks, which identify the tasks and processes that pose the greatest risk of accidents or incidents likely to occur within the company’s activities.

For this reason, each task is planned carefully in advance, with the right controls in place and effective preventive measures taken to help reduce exposure to risk and prevent incidents, guaranteeing safer operations.



## Active and visible leadership

During 2025, Techint E&C continued to emphasize active and visible leadership as part of its conviction that the health and safety of people are fundamental to its activities in the social sphere. This perspective helps to shape the company’s environmental practices, build internal capabilities, and create value for stakeholders.

Four core principles guide preventive leadership across projects, services and offices:

- Managers remain actively involved, both in the field and in decision-making.
- Teams learn from experience and use those lessons to improve, driving excellence in prevention.
- People are supported and developed, with prevention viewed as a core value.
- Risks are addressed collectively through teamwork.

Careful planning remains central to the way Techint E&C operates. Each health and safety topic is supported by specific action plans, while internal audits carried out through the Corporate Assistance System (CAS) help verify implementation on an ongoing basis, monitoring progress and effective follow-up of corrective and improvement actions.

The IMS guides the operation as part of the company’s management approach, built on the

belief that deviations, incidents and accidents can—and should—be prevented.

Preventive management as a commitment encourages people to take ownership of the processes they follow, understand their role within them and take responsibility for the results.

Each site thus implements a Preventive Management Plan that integrates quality, sustainability, safety and occupational health. These plans help teams meet legal requirements, make effective use of operational tools and identify opportunities to improve the way they work.

One of the main tools is the Behavior-Based System (BBS), which helps employees develop safe habits and reinforce positive behaviors. The system comprises three programs: Preventive Tutoring, the Behavior Observer Program (BOP) and the Motivational Prevention Program. Together, they encourage lasting changes in people’s attitudes to prevention.

At the corporate level, progress is tracked through the Operational Prevention Activities Control Panel (TACOP in Spanish), a proactive indicator showing how leaders engage with prevention in the field and the quality of the activities they support.

Through these efforts, Techint E&C continues to foster a culture in which health and safety form part of people’s social interaction, helping create more responsible, collaborative and sustainable work environments.

## Preventive Management Plans



## CASE STUDY | ASSEMBLY OF THE PESQUERÍA TOWER

### DRI Tower Assembly Plan Pesquería III project, Mexico

In 2025, Techint E&C completed the assembly of the 145-meter DRI vertical shaft furnace tower, one of the tallest structures ever built by the company. The milestone marked the culmination of a year of complex lifting operations, engineering reviews and close coordination between multiple disciplines.

The team assembled modules at ground level, lifted them into position and completed the mechanical and electrical tie-ins between systems. The DRI tower assembly involved 220 people, while activities across the DRI and cooling towers mobilized 600 workers overall.

Several lifts marked key stages in the project, from the installation of the first module to the placement of Module 4—the heaviest section of the structure—which pushed the crane to 85% of its lifting capacity.

The sequence culminated with the installation of the final module. This modularization approach helped teams to optimize installation sequences, reduce interference between activities and maintain better control of risks throughout the assembly process.

The team carried out the work under strict safety standards and carefully coordinated each stage of the operation, taking into account weather conditions, specialized engineering calculations and the constraints of a limited work area.



## Operational Prevention Tools

Another key element of Techint E&C’s preventive approach is the Operational Prevention Tools (OPT), a set of documented practices that help teams identify and manage risks and deviations in the field, reinforce training and improve preventive communication.

These tools help teams work more consistently by encouraging safe behaviors and ensuring that leaders at all levels apply the standards of the Integrated Management System.

OPTs are conducted directly in the field, both in person and through QHSE Mobile, a digital application that has improved monitoring and strengthened preventive practices across projects. A key advance in the company’s digitalization drive, the platform has been particularly valuable in remote locations, where connectivity can be limited.

During 2025, the company digitized its Preventive Work Observation, Operational Prevention Inspection and Preventive Leadership Activity forms, making it easier to capture field data and access information for analysis. This improved the traceability of preventive actions, enabling more efficient management practices in projects.

### Main operational tools:

- **Preventive Work Observation** (PWO in Spanish). Helps teams identify substandard acts and conditions through direct observation in the field. Using observation as a constructive communication tool, PWOs encourage real-time learning, reinforce

- positive behaviors and support early intervention before incidents occur.
- **Operational Prevention Inspection** (IOP in Spanish). Brings leaders into the field for structured site visits, creating greater visibility for them. The tool helps identify opportunities for improvement, assess significant risks and address issues promptly through corrective actions that help protect people, processes and products.
- **Preventive Leadership Activity** (APL in Spanish). Designed to prompt changes in behavior by encouraging managers and supervisors to maintain an active presence on-site. APLs focus on the 10 Critical Risks and other key preventive issues, underscoring the importance of visibility for leaders in building a robust safety culture.



## Road safety

Since 2019, Techint E&C’s Monitoring Center has helped improve road safety by tracking drivers and vehicles in real time, encouraging compliance with road safety requirements and helping reduce risks across projects.

The Center was originally established in the Andean Region. Following its success, operations expanded to the Southern Region and Brazil. A separate Monitoring Center also operates in Mexico.

What began as a GPS-based system has evolved to incorporate artificial intelligence, fatigue detection and driver behavior analysis. These tools help identify distractions, drowsiness, speeding and other unsafe driving practices. In Mexico, alerts are recorded in the cloud and managed online, allowing teams to respond immediately. In the Andean Region, fatigue-monitoring systems help detect potentially dangerous behaviors before they lead to incidents.

The company also introduced a driver points system that combines monitoring with training, encouraging safer driving habits and supporting a preventive approach to road safety.

## Sustainable occupational health

Before starting work at Techint E&C, employees undergo medical examinations to confirm they are fit to perform the tasks required by their role.

To prepare for medical emergencies, all employees receive training in first aid, CPR and emergency response procedures. Projects also establish Volunteer Prevention Groups whose members receive additional training to respond quickly and effectively in critical situations.

All projects have medical facilities appropriate to their needs, as well as a Medical Surveillance Program. This helps employees with pre-existing conditions continue their treatment while ensuring they are assigned to roles that match their health requirements.

The company also assesses all work sites for physical, chemical, biological, psychosocial and ergonomic hazards. These evaluations help protect employee health, prevent existing conditions from worsening and identify opportunities for early intervention and disease prevention.

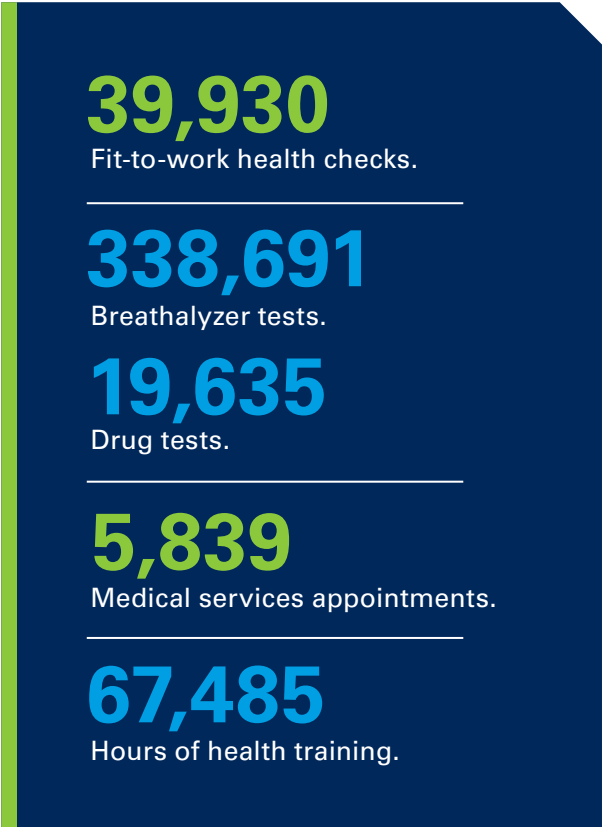


### Occupational health in numbers

This section presents the main occupational health indicators for the reporting period.

The data reflect the company’s efforts to monitor employee health, prevent workplace risks and maintain safe and healthy working conditions in line with the company’s continuous improvement policy and regulatory compliance.

The indicators cover medical examinations, toxicological testing (alcohol and substance screening), workplace health inspections, medical services and training activities. Together, they provide an overview of the reach and effectiveness of the company’s occupational health programs.



Health and well-being

Techint E&C identifies health risks early and takes action to reduce their impact. The aim is to strengthen prevention through health campaigns as part of a sustainable approach to occupational health.

The main initiatives focus on the following lines of action:

- Expansion of the task-based Ergonomics Program.
- Review and optimization of medical examination protocols by job position.
- Development and rollout of the Psychosocial Risks Program.
- Adoption of a sustainable occupational health management system.

- Health promotion campaigns focused on nutrition and regular physical activity.
- Roll-out of Nutritional Planning and Food Hygiene Plan.
- Enhancement of Medical Surveillance Programs.
- Preventive workplace observations focused on occupational health.
- Health and well-being training.
- Consolidation of the Alcohol and Substance Abuse Program in the workplace.
- Integration of health management indicators into automated reporting dashboards.

Integrated Ergonomics Plan

The Integrated Ergonomics Plan (PIE in Spanish) aims to prevent work-related musculoskeletal disorders. Regular assessments are carried out to identify risk factors and the parts of the body most exposed to strain, followed by the development of targeted recommendations and improvements for each task. This information feeds into ergonomic risk matrices and assessment forms, ensuring they accurately reflect working conditions and support effective preventive measures.

During 2025, the company continued to implement the Plan across its projects. Activities included reassessing critical task positions, preparing preliminary field reports (infotergo), evaluating new positions, and following up on improvement actions.

Psychosocial Risk Prevention Program

This preventive program addresses psychosocial risks arising from organizational and social factors, as well as workplace conditions in addition to the demands of specific tasks and working with hazardous equipment, all of which can affect employee well-being and the workplace environment.

Teams ran surveys and assessments across projects to evaluate different psychosocial dimensions of work. The results helped identify areas for improvement and guide actions aimed at creating healthier working environments.

These dimensions include:

- Psychological demands.
- Job control and skills development.
- Social support in the workplace.
- Leadership quality.
- Compensation and recognition.
- Work-life balance.

During 2025, the company continued working on a comprehensive review of the application of occupational health standards and procedures across its projects and sites.

All occupational health activities are carried out in accordance with the legislation applicable to each project at the international, national, provincial and municipal levels.

Other campaigns and activities



VACCINATION CAMPAIGNS

Techint E&C recognizes vaccination as a key public health measure and a highly cost-effective tool for preventing and controlling disease. To support employee health, the company runs annual vaccination campaigns and provides its employees with free access to immunization.

In 2025, influenza vaccination was a particular focus. Campaigns followed the health guidelines in force in each region, including the administration of the recommended bivalent vaccines where applicable.



REGIONAL WORK-RELATED ILLNESS CAMPAIGNS

At the projects in Ecuador and Peru, training and awareness campaigns were held on regional endemic diseases, with a particular focus on leishmaniasis.

These activities included induction sessions on prevention and self-care, distribution of repellents and mosquito nets as personal protective equipment, verification of tents and facilities to reduce vector exposure—especially at night—and weekly inspections of skin and mucous membranes. Employees were also encouraged to report any symptoms associated with leishmaniasis as early as possible.

In addition, the company conducted annual awareness campaigns on the dengue, Zika and chikungunya viruses, promoting preventive measures among employees.

CASE STUDY | LOSTOLDOS GYMNASIUM

Mobile gym for worksites  
Los Toldos II Este project, Argentina

In August 2025, Techint E&C unveiled a mobile modular gym developed as a pilot initiative by Human Resources and designed by the Southern Area Logistics Center team. The project responded to feedback from the 2024 Opinion Survey, which highlighted opportunities to improve employee well-being on worksites.

Built inside a 12-meter container with a reinforced steel structure and fold-out sides, the gym can be transported and installed without the need for civil works. Once on site, teams can open it and put it into operation immediately, providing an accessible space for physical activity in workshops and complementing existing camp gym facilities.

The team manufactured the prototype at the General Pacheco Logistics Center in Argentina with support from a multidisciplinary group of specialists. It was then transported to the Los Toldos II Este project, where teams will assess its performance under real construction conditions. A user guide is also being prepared to support safe transport, assembly and operation.

The initiative aims to improve the experience of employees working on site while combining well-being and innovative approaches into a workplace solution that can be replicated across projects.



## Health training

Across its regions and projects, Techint E&C delivered health-related training and awareness sessions on topics including:

- Personal well-being, healthy nutrition and physical activity.
- Alcohol and drug awareness.
- Psychosocial risks in the workplace.
- Ergonomics and active breaks.
- Hearing protection.
- Heat stress prevention.
- Basic first aid and CPR for Volunteer Prevention Groups.
- Cardiovascular health.
- Workshops on breast and prostate cancer prevention, gender-based violence and the effects of smoking.
- Community health.
- Sexually transmitted infections (STIs).



## XXVII HSE Workshop on Leadership in Preventive Culture

From November 25 to 27, specialists and leaders in sustainability, prevention, energy performance, health and ergonomics gathered at the Training & Convention Center in Buenos Aires for the XXVII Health, Safety and Environment (HSE) Workshop.

Over three days, participants explored topics strategically designed to strengthen the company's preventive culture and support operational excellence.

Sessions focused on collaborative approaches to environment, health and safety management, innovation in project delivery; fatigue management and road safety; and the role of audits in driving improvement.

The agenda also addressed the energy transition, the community's engagement with technology, and emerging industry challenges.

The Workshop provided an opportunity for participants to learn and share experiences as part of a broader commitment to continuous improvement, placing prevention and sustainability at the heart of each project.

These discussions also helped shape future action plans for improvement as well as identify opportunities to enhance specific aspects of HSE management and performance.

## Preventive training courses

At Techint E&C, training employees in environment, health and safety is a core part of the company's drive to strengthen preventive leadership and safe decision-making at every level of the organization. From the moment they join the company, employees receive an introduction to the main HSE principles and requirements. As their careers progress, they take part in specific training courses tailored to their role, experience and the risks associated with their activities.

The objective goes beyond raising awareness. Training helps employees develop safe habits through a correct understanding of the scope and relevance of the standards guiding the company's operations.

During the year, the company held 30 Cultural Fridays covering topics such as carbon footprint, ISO standards, Critical Risks, event management, safe tire handling, HOPs, deviation management, energy performance, road safety, signage, fencing and control, healthy eating, ergonomics and healthy habits, among others.

In April, Techint E&C marked Occupational Health and Safety Week with activities focused on ergonomics, sustainability, energy performance and road safety. Additional awareness campaigns took place throughout the year, covering a range of health, safety and environmental topics, including:

- World Road Safety Week.
- National Road Safety Day.
- Safe driving in adverse weather conditions.
- Road Safety Prevention.
- Management of Hazardous Energy Sources.
- 10 Critical Risks.
- Control of hazardous energy sources.
- Safe lifting operations.
- Safe work at height.
- Collection of plastic bottle caps for Hospital Garrahan, held at the Bouchard Plaza offices.

**DURING THE YEAR, THE FOLLOWING TOOK PLACE:**

**12**  
Corporate committee meetings.

**11**  
Sustainability, Energy Performance and Carbon Footprint Committee meetings.

**11**  
Corporate-level Medical Committee meetings, including input from all geographical areas.

**363,913**  
Hours of training in Health, Safety and Environment.

## CASE STUDY | CARDIOPULMONARY RESUSCITATION (CPR) COURSES

### Offices in Argentina and Mexico

During 2025, Techint E&C organized a variety of health and emergency preparedness activities across its offices.

In October, four CPR and First Aid workshops at the Buenos Aires offices brought together 82 employees. Participants learned how to respond to emergencies, activate emergency response systems and use an Automated External Defibrillator (AED).

In December, the Mexico City offices hosted the 2025 Health Days, combining updates to 150 medical examinations with activities focused on employee well-being. The program also included workshops on CPR, AED use and First Aid.

These activities not only reinforce the company's preventive culture but also

strengthen employees' capacity to respond to emergencies.

Additionally, they help to make the workplace environment safer as a whole, encouraging all-around care and ensuring employees are equipped to respond to situations involving risk.



PREVENTION ALERTS

28

Designed to reinforce learning and prevent the repetition of incidents.

Motivational plan

Techint E&C runs a Motivational Prevention Program that recognizes employees who demonstrate a strong commitment to the company’s Management Policy.

The program encourages a proactive approach to accident and incident prevention, encouraging personnel at all levels to take an active role in protecting both people and the environment.

By reinforcing both individual and collective accountability, the initiative helps strengthen a culture in which prevention is embedded in everyday activities and supported by the commitment of all those involved.

As part of the Motivational Program, teams at the projects organize different participatory activities.

Drawing contest: Childhood in Action

Held in October 2025 under the theme “Creating a Culture of Prevention,” the annual drawing contest organized by the HSE Directorate was an opportunity for employees’ children and other family members to share their vision of care and prevention through art.

Introducing the concept of a preventive culture at an early age helps lay the foundations for safer and more responsible environments in the future. The drawing contest is thus a valuable opportunity for children to engage with issues related to safety, health and environmental stewardship, encouraging the development of positive habits from an early age.

As in previous years, entries were divided into two age groups: 5 to 8 and 9 to 12 years old. More than 100 children took part, reflecting the strong involvement of employees and their families.



Commitment to the value chain

A deep-seated commitment to integration across the value chain underpins Techint E&C’s relationships with all those in its value chain. Through ongoing supplier evaluation, the company has built a reliable network of subcontractors and suppliers while reinforcing high standards of ethics, responsibility and performance throughout.

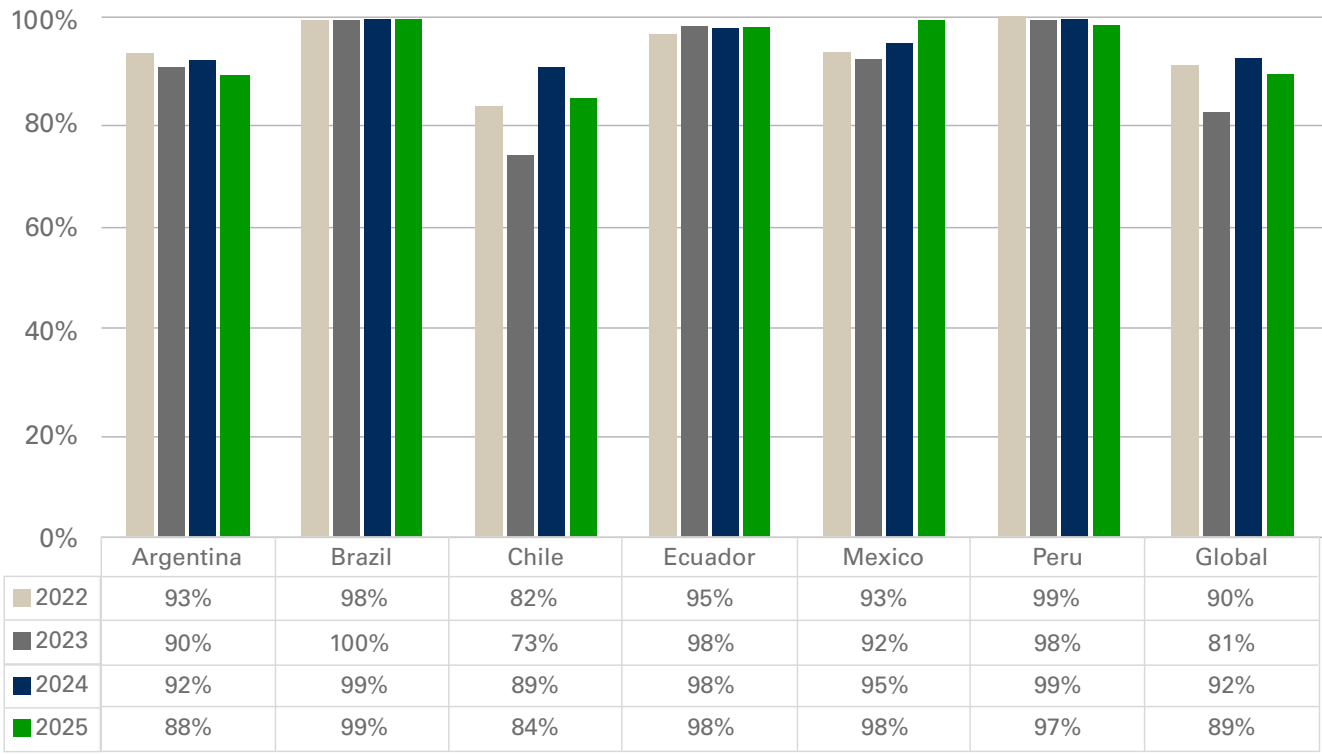
Procurement decisions are guided by the specific requirements of each project, taking into account the nature of the works, applicable regulations, and contractual commitments.

Particular attention is given to the availability of goods and services in the areas where operations are carried out. This comprehensive approach enables the company to deliver projects efficiently while meeting quality standards and customer expectations.

Subcontractors and suppliers play a crucial role in the delivery of quality projects and services. Techint E&C works closely with them to ensure their practices are aligned with its standards, policies and organizational culture, strengthening collaboration and encouraging responsible performance across the value chain.



Proportion of local supplies purchasing in locations with substantial operations (in %)



The expanded use of SAP Fieldglass across the company's projects has significantly strengthened its supplier relationship model, especially with those providing external services and contingent workers. The platform has enhanced transparency, improved oversight and helped ensure compliance with ethical and environmental standards throughout the value chain.

By providing greater traceability, stronger controls and increased visibility into third-party contracting, SAP Fieldglass supports more efficient and accountable processes while helping to build collaborative relationships founded on integrity, safety and operational sustainability.

## ProPymes Program

The Techint Group's support program for SMEs, customers and suppliers is designed to strengthen productive investment, enhance export capabilities and reduce reliance on imports by increasing local sourcing.

It also serves as a platform for knowledge transfer, fostering collaboration between large companies and the businesses in their value chains, as well as among SMEs themselves.



## Future challenges: the Management System and preventive transformation

Techint E&C's approach to preventive management is designed to reinforce HSE commitment across the organization. One focal point has been the relaunch of its Integrated Management System (IMS), incorporating new technologies and innovative tools to support more informed decision-making and identify risks before they materialize.

### Strategic objectives

- Renew and standardize the key processes of the IMS, ensuring they remain simple while being consistent and relevant across all projects. The objective is to strengthen performance monitoring, regulatory compliance and operational safety.
- Enhance benchmarking for communication, training and learning effectiveness, encouraging people to develop skills and leverage digital tools to personalize their learning experiences.
- Strengthen performance indicators by reviewing definitions, calculation methodologies, traceability and transparency.
- Optimize deviation management through a single corporate methodology based on data analytics and smart systems that facilitate reporting, investigation and organizational learning.
- Consolidate a robust risk management program by incorporating advanced technologies for the early identification, assessment and control of operational and workplace risks.
- Integrate occupational health into the preventive management model, reinforcing early detection and the application of mitigation measures.
- Promote a comprehensive ergonomic assessment program using digital tools that enable working conditions to be evaluated more efficiently.
- Deepen the analysis of psychosocial risks by incorporating modern metrics and evidence-based well-being programs.

### Priority actions for the relaunch of the IMS

- Update and simplify IMS documentation by adopting digital platforms that facilitate its use and support more accessible knowledge management.
- Develop new training formats, including interactive capsules, Cultural Fridays, simulations and AI-assisted content.
- Strengthen regulatory compliance monitoring through technological tools that enable the integration of legal matrices.
- Optimize internal audits by incorporating automation and data analytics to maintain leadership in certification processes.
- Consolidate digital preventive tools by expanding the use of applications such as HSE Mobile, and developing new solutions that integrate reporting, analysis and monitoring.
- Conduct psychosocial risk assessments and implement data-driven corrective measures.
- Strengthen preventive communication by sharing alerts, key learnings and recognitions that reinforce visible leadership and a culture of prevention across the organization.



# |07

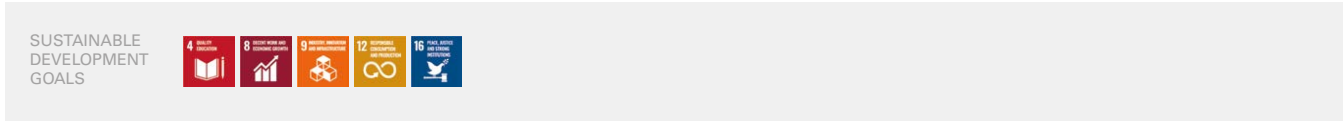
SUSTAINABLE  
QUALITY

SADDN project, Chile.



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At Techint E&C, quality is a core value and a key component of long-term sustainability. Its robust Integrated Management System provides the framework for defining, integrating and improving processes, supporting its approach to prevention and the creation of sustainable value.



Quality is a fundamental component of preventive management. By reducing rework, optimizing the use of resources, increasing efficiency and limiting employees’ exposure to risk, effective quality management helps to improve customer satisfaction.

The company’s long-term sustainability is further supported by the systematic application to specific processes of the Plan–Do–Check–Act (PDCA) cycle, which provides a structured framework for continuous improvement.



## Planning quality

Effective planning is essential to delivering value across engineering, construction, procurement, operations and project management services. Drawing on the experience gained from completing more than 3,500 highly complex projects, Techint E&C has developed a strong operational and governance framework that meets internationally recognized quality standards.

Each project is governed by a dedicated Quality Plan that defines how the IMS will be applied to meet customer and other stakeholder expectations. This framework is complemented by general and specific Inspection and Test Plans (ITPs), which establish the procedures, acceptance criteria, inspection methods, and safety and environmental requirements for each activity throughout its lifecycle.

## Making quality happen

Techint E&C has built a substantial body of technical expertise based on its 80 years of experience and gained across some of the industry’s most complex projects. This knowledge is captured in clear, practical procedures that help teams perform their work consistently and efficiently.

These resources play an important role in sharing knowledge, encouraging good practices and supporting employee training as well as disseminating relevant topics. The company also uses a range of communication channels—including its intranet, social media, awareness campaigns and corporate communications—to keep employees informed and promote quality-related initiatives.

## Quality control

Quality control is where the requirements set out in the Quality Plan and Inspection and Testing Plans are put into practice. Through inspections and ongoing monitoring, teams verify that processes and products meet the standards required by customers and other stakeholders. Inspectors systematically record, check and analyze results, using a compliance index to source data which is then used to track product quality indicators.

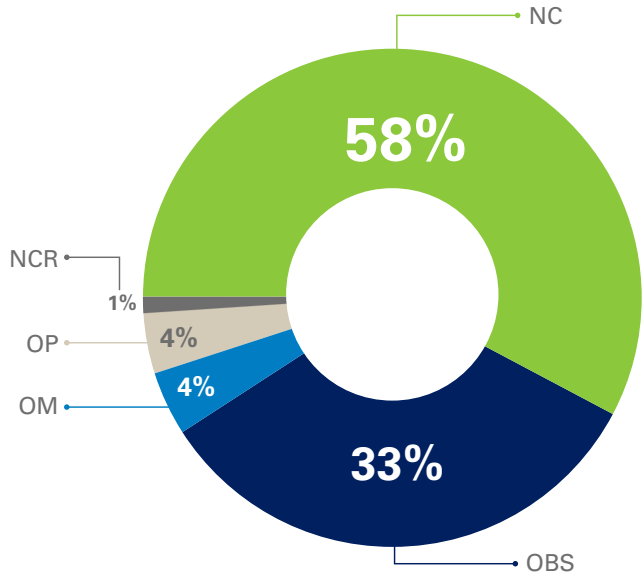
To verify that the IMS is applied consistently, the Health, Safety and Environment (HSE) and Quality Directorates operate the Corporate Assistance System (CAS), which combines internal audits with technical site visits. These activities help identify deviations, share lessons learned and reinforce operational discipline

During 2025, 14 audits were carried out of core company processes and, in terms of projects, 23 internal audits and 29 technical visits were conducted.

In addition to formal audits, inspectors carry out field inspections and record their findings through the Findings Management app. The mobile platform allows users to report quality-related deviations both online and offline, helping teams address issues and risk quickly.

Product quality indicators, together with metrics from Engineering, Supply and Operations, feed into the Project Performance Index (PPI), which provides an overall view of project performance. The index helps teams track key processes when executing projects and monitor services can be monitored, enabling them to identify deviations early and take corrective action when required.

During 2025, the company recorded 2,162 quality findings, including Critical Nonconformities (NCR in Spanish), Nonconformities (NC), Observations (OBS), Opportunities for Improvement (OM in Spanish) and Positive Observations (OP in Spanish). In response, teams implemented 3,325 corrective and improvement actions.



## Quality training and development

During 2025, the company continued to build quality-related skills across both corporate and project teams through an ongoing training program.

More than 9,600 training hours were delivered during the year, helping employees apply the Integrated Management System consistently and understand the regulatory, contractual and customer requirements that govern their work.

Training covered quality management procedures and systems, document control, internal audits and deviation management, as well as technical topics related to different stages of construction.

Content was tailored to different roles and responsibilities, with a focus on prevention, standardizing criteria and a consistent approach to project execution.

Continuous investment in training enhances professional growth at team level, improving preventive management and organizational performance, helping to maintain consistent quality standards throughout the business.



## Our customers

Customer feedback plays an important role in evaluating project performance and identifying opportunities for improvement.

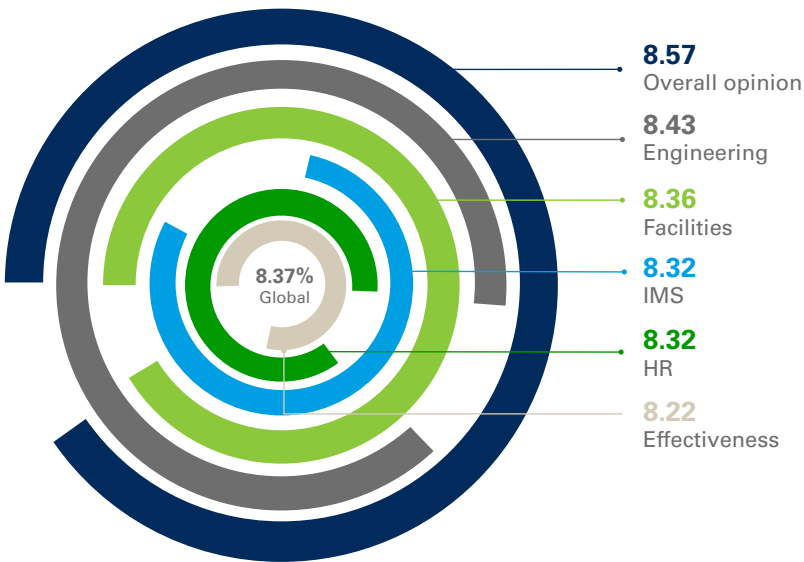
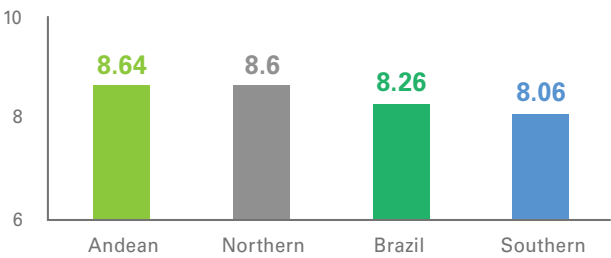
During 2025, the company held 24 satisfaction surveys with 16 clients. Respondents highlighted several strengths, including:

- Team commitment and professionalism.
- Strong technical expertise in complex projects.
- Consistent compliance with quality and safety standards.
- Effective coordination and communication.
- Flexibility and responsiveness.

## Performance development

For Techint E&C, continuous improvement is an essential part of achieving excellence in its operations. The company monitors process performance, analyzes deviations and takes corrective and preventive action to reduce the likelihood of similar issues recurring.

AVERAGE RESULT BY REGION



## Continuous improvement through knowledge

Techint E&C has procedures in place to capture, validate and share the knowledge generated through projects and services—whether from operational experience, analysis, best practices or findings. This process enables it to transform experience into reliable, accessible and actionable insights.

Lessons that lead directly to improvements in processes and procedures are classified as Lessons Learned (LLAA in Spanish), while those that require organizational review and decision-making before action can be taken are classified as Lessons Identified (LLII). This approach supports better decision-making, helps avoid recurrence, and strengthens practices that add value, contributing to a sustained cycle of continuous improvement.

During 2025, the company identified 79 lessons—65 LLAA and 14 LLII—with implications for at least 13 company macro-processes.



## Enhancing quality management through digital traceability systems

During 2025, Techint E&C continued to expand the use of its corporate digital traceability platforms—HMSWeb, Pipetrak and ControlTub. These play a decisive role in ensuring that quality, transparency and efficiency benchmarks meet the highest standards for project management.

- **HMSWeb** centralizes protocols, certifications, preservation records and punch lists, providing real-time traceability and visual reporting tools. These help teams monitor

construction, quality, pre-commissioning and commissioning activities. The platform also supports the document control requirements set by corporate standards.

- **Pipetrak** provides end-to-end traceability for pipeline projects, from material receipt through to final testing, helping to improve quality control and reduce non-conformities in critical infrastructure.
- **ControlTub** manages piping traceability in plants, integrating information on materials, welds and inspections to provide a complete and reliable record for EPC projects.

Together, these platforms support a culture of continuous improvement, strengthen document integrity and help build trust among customers and other stakeholders. Digital traceability has thus become a cornerstone of sustainability and reliability, helping ensure that Techint E&C projects are delivered with transparency, safety and accountability, while creating value in the communities where the company operates.



A group of four people, two men and two women, are standing in front of a large industrial facility at night. They are all smiling and wearing work clothes. The facility behind them has many levels with yellow railings and stairs. The scene is lit with a cool blue tone, typical of night photography.

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## ETHICS AND TRANSPARENCY

MOA-USIMINAS, Brazil.

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Transparency and integrity are central to the way Techint E&C operates. The company supports these principles through policies and tools that establish clear ethical standards and guide relationships with employees, contractors, suppliers, customers and other stakeholders.

SUSTAINABLE  
DEVELOPMENT  
GOALS



Techint E&C is a signatory to the United Nations Global Compact and supports its Ten Principles covering human rights, labor standards, environmental stewardship and anti-corruption. This commitment reflects the company’s belief that long-term business success goes hand in hand with respect for human rights, ethical conduct and sustainable development.

### Code of Conduct

Introduced in 2005, [Techint E&C’s Code of Conduct](#) establishes the ethical principles governing relationships with employees, customers, business partners and suppliers.

As the company continues to evolve and expand its activities in a context of uncertainty and change, maintaining these standards remains essential. In 2024, the Code was updated to reflect current expectations regarding ethics, transparency, legal compliance and integrity in business conduct.

The revised version also reinforces the company’s commitment to a respectful workplace and clarifies the standards expected of everyone who works for and with Techint E&C.

### Business Conduct Policy

In 2024, the company also updated its [Business Conduct Policy](#), which sets out the principles and requirements that support ethical and transparent business practices. The Policy reaffirms the importance of achieving business objectives in compliance with applicable laws and regulations and maintains the company’s zero-tolerance approach to corruption.

It establishes the framework for compliance with the Code of Conduct and with applicable anti-corruption and anti-bribery legislation, including the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.

The areas covered include:

- Prohibited payments.
- Due diligence when hiring employees, contractors and other representatives.
- Mandatory compliance training for employees.
- Reporting and investigation of potential violations.

As a condition of employment, all non-union employees must formally acknowledge that they have read, understood and will comply with the Code of Conduct and the Business Conduct Policy.

### Code of Conduct for Suppliers

The company also maintains a [Code of Conduct for Suppliers](#), which applies to all subcontractors and suppliers and must be accepted as part of the registration process.

The Code sets out standards relating to conflicts of interest, gifts, meals and hospitality, anti-bribery and anti-corruption practices, as well as the obligation to report misconduct and ensure compliance with applicable laws and commercial regulations, among other topics.

Both the Code of Conduct and the Supplier Code of Conduct are publicly available on the [Techint E&C website](#).

### Business Conduct Compliance Officer

The company has a Corporate Business Conduct Compliance Officer (BCCO), responsible for designing, communicating and overseeing the Business Conduct Compliance Program.

### Business Conduct Compliance Program

Techint E&C’s Business Conduct Compliance Program applies globally and covers all employees and company representatives.

The Program follows a risk-based approach and includes activities aimed at preventing, detecting, mitigating and addressing compliance issues. These include risk assessment and planning, regulatory compliance, advice and guidance, communication, training, and certification.

The Program also covers third-party due diligence, monitoring and auditing, disciplinary and remediation measures, and benchmarking.

Additionally, it establishes the standards governing interactions with public officials, government entities, organizations and private individuals.

The company views training as an indispensable part of its efforts to instill a culture of compliance and raise awareness of the importance of anti-bribery requirements. Reviewed annually, the training plan includes both classroom-based and online courses.

The Program also defines specific standards and procedures to ensure that third parties—including business partners, representatives, subcontractors and suppliers—act in accordance with the company’s ethical standards and applicable laws and regulations. These measures include due diligence, training and legal compliance commitments.



The Business Conduct Compliance Program also sets out approval processes and authorization levels for charitable donations and contributions, as well as gifts, business travel, hospitality, accommodation and meals offered by third parties.

During 2025, the company published its Personal Data Protection Policy, aligning its requirements with technological developments and current international and local regulations.

The Policy establishes the principles governing the collection, use, access, storage and transfer of personal data.

**Conflict of Interest and Non-Competition Policy**

The Conflict of Interest and Non-Competition Policy establishes the standards employees are expected to meet in their relationships with colleagues and third parties. The Policy supports transparent decision-making and aligns with applicable international and national laws and regulations as well as internal requirements, all of which are crucial in securing stakeholder trust.

The Policy also provides guidance on employee activities or business interests that could compete with Techint E&C's operations.

**Compliance Line**

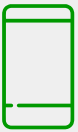
The Compliance Line is a confidential reporting channel, available in several languages 24 hours a day, 365 days a year. Employees, suppliers, customers and other stakeholders can use it to report suspected misconduct or behavior that may be inconsistent with the principles set out in the Techint E&C Code of Conduct.

The system protects the identity of those who submit reports, helping to encourage reporting and support a culture of transparency and accountability.

The Corporate Audit Department receives and reviews all reports, regardless of how they are submitted, and takes the necessary measures to ensure strict confidentiality throughout the process.

Techint E&C prohibits all and any forms of punitive action or retaliation against anyone who, in good faith, reports a potential violation of the Code of Conduct or participates in an investigation.

**3 Reports can be submitted through any of the following channels:**



**Telephone**

Toll-free numbers are available in each country where the company operates.



[Check the phone numbers](#)



**Online**

Through the reporting form available on the website.



[Complete form](#)



**Email**

Via the dedicated Audit Response email address.



Transparency means doing the right thing.



# | 09

ANNEX

## GRI Content Index

Techint Engineering & Construction presents its eleventh Sustainability Report, reporting the information cited in this GRI content index for the period from January 1 to December 31, 2025, with reference to the GRI Standards.

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