

# Sustainability Report 2021

**TECHINT**  
Engineering & Construction



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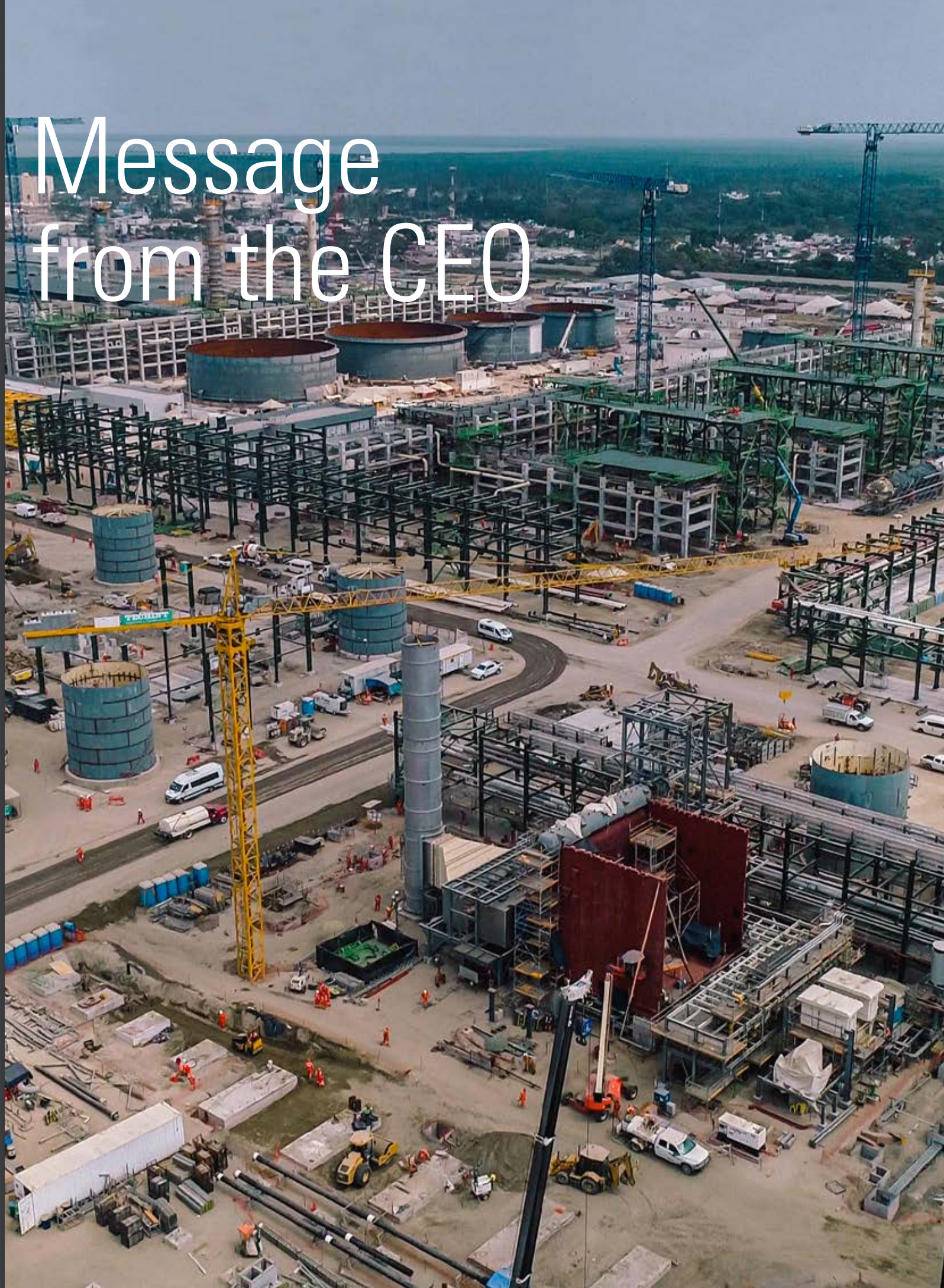
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Montevideo, Uruguay. 2022

# Sustainability Report 2021



# Message from the CEO







## Carlos Bacher

CEO of Techint Engineering & Construction

During 2021, our main objective was to continue protecting the health of our employees and their families, in a context in which the pandemic continued to affect everyone's lives, as well as the pace of our operations.

For over 75 years, we have honored our commitment to the development of the countries where we operate, seeking the well-being of our communities and caring for the environment. More recently, we have been working on a number of projects presenting us with considerable challenges in terms of management and adaptability, and we are proud to say that we have successfully overcome these.

This report is an account of the main activities carried out during the last year, where we have sought to sustainably manage both our projects and offices.

The energy transition is a topic that has gained much momentum in recent times; at Techint, we have been concentrating mostly on studying initiatives and projects linked to CO<sub>2</sub> capture and storage, biomass, hydrogen generation and transportation, wind farms, and other innovative areas. We are also carrying out various proposals to minimize the environmental impact of our own operations.

We continue to promote opportunities for innovation through a range of corporate and regional programs. We have formed partnerships with various entities, in the search for solutions that can be adapted from other industries for application in the engineering and construction sector.

Our belief in the critical importance of environmental sustainability and the quality of our operations underpins our corporate philosophy. This is why we continue to work in line with our Sustainable Environmental Management Plan, and with the essential principles of the Integrated Management System, defining, promoting and improving process integration. Our aim is to be a truly sustainable company, committed to the environment, economically profitable, and distinguished by outstanding quality standards.

During 2021, we reaffirmed our commitment to international standards and renewed our ISO 9001:2015, 14001:2015, 45001:2018 and 50001:2018 certifications.

In terms of Human Resources, we moved ahead with our initiative "Towards a new way of working" in the different areas involved, such as improving time management, adopting new technologies, promoting a more collaborative work environment, and supporting an innovative and entrepreneurial mind-set.

At Techint E&C, as a signatory to the UN Global Compact's Ten Principles on "Human Rights, Labor, Environment and the Fight Against Corruption", we are driving a number of initiatives derived from these fundamental principles. In 2021, we went a step further in our commitment, adding new actions related to the Sustainable Development Goals (SDGs).

I should like to extend my thanks to all employees, as it is due to their unwavering commitment and professionalism that we have been able to carry out our projects in the midst of highly complex contexts that have at times been extremely challenging for us.

Beyond the activities undertaken in 2021, it should be noted that we are currently operating in a climate marked by international instability and uncertainty, as a result of the conflict in Europe, possible new waves of COVID-19, and an inflationary context worldwide which could lead to a situation of generalized recession. This brings us face to face with fresh challenges to be overcome, as we honor our allegiance to the values that are such a feature of Techint: the safety of our people as our top priority, care for the environment, quality in everything we do, and a deep-seated commitment to the development of the communities where we work.



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# 1 Company profile





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

Techint E&C has completed over 3,300 projects throughout its history, building expertise and enabling it to offer added value to its customers and partners. The company permanently seeks ways of enhancing its competitive advantages, creating a unique differential thanks to its people, processes and systems.

As part of its performance, the company recognizes its duty to protect the environment by championing sustainable development. Its pledge to employees, customers, contractors, and the community, is to minimize the environmental and social impact of its activities, a commitment reflected in its Mission, Vision and Values, and embodied in its Management and Energy Policies.

### Mission

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

The company shares the conviction that training its human resources is essential to building knowledge on an ongoing basis. It is committed to the safety of its employees and to development in the countries where it operates, seeking the well-being of its communities and caring for the environment.

### Vision

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

### Values

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

### Segments, products and services

Over the last 75 years, Techint E&C has diversified and expanded, honing its expertise to develop specialized know-how in the following areas:

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

The company is dedicated to the search for continuous improvement, adding value to the works it develops thanks to a global vision of the business and a local approach to its projects.

Techint E&C professionals are committed to going the extra mile, developing competitive, efficient and sustainable solutions commensurate with the highest standards of quality and safety, and caring for the environment and welfare of the communities where they work.

# Management policy

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

## Turning our Management Policy into a reality:

- Our actions are guided by the principles of ethics and transparency.
- We work to prevent and avoid diversions, incidents and accidents that could endanger the health and safety of people and the environment.
- Our Integrated Management System allows us to provide top quality services, and is respected and followed by all members of the organization.
- We build long-term relationships with our customers, partners and suppliers, rooted in trust, mutual respect and the certainty that we always meet our commitments.
- We plan and develop our working processes by assigning the right resources, setting clear objectives to be met as part of a continuous cycle of control and improvement.
- We manage knowledge, apply technology and encourage innovation at all levels to improve efficiency and provide greater added value.
- Our people receive all-around ongoing training, with the opportunity to challenge themselves and achieve extraordinary results, honing their skills and developing their careers to become industry referents.
- We approach the issue of social responsibility as intrinsic to our activity, promoting sustainability, respect for diversity and the well-being of the communities where we operate.
- We comply with all applicable legal norms regulating our activity and the environment in which we work.

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

May 2019



Carlos Bacher

CEO of Techint Engineering & Construction

FR-MA-MNG-001-02 R02

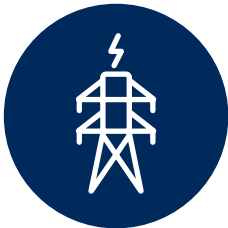


Market segments



Oil & Gas

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



Energy

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



Industrial plants

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



Infrastructure  
Civil Works

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



Downstream and  
Petrochemicals

**At oil refineries:** various processing, treatment and production units and facilities, including hydro-treatment and hydro-desulfurization units for naphtha and diesel products.  
**At petrochemical plants:** chemicals facilities for methanol, fertilizers, agrochemicals and herbicides, polyethylene and polypropylene, facilities to produce hydrogen.



Mining

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

Global presence



References



Engineering Centers



Regional Headquarters



Sales and Operating Centers



Techint E&C in numbers



**+75**

Years of experience.



**+42**

Million construction hours in 2021.



**+550**

Pipelines installed and 10 mountain range crossings.



**+600**

Works in the downstream and petrochemicals sector.



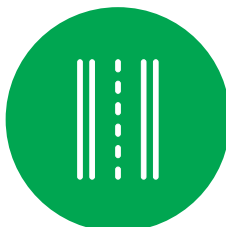
**+900**

Projects in Oil & Gas.



**+3,300**

Projects completed around the world.



**+7,000**

Km of routes and highways.



**21,472**

Employees.



**+20,000**

Km in electrical power lines.



**+600,000**

Tons of steel structures assembled.



**+900,000**

Tons of equipment installed.



**1.7**

Million labor hours of engineering per year.

Awards, recognitions  
and certifications

2021

VIOLETA PRIZE FOR GENDER  
EQUALITY, SILVER.  
CPP – Techint E&C. Labor Ministry &  
Human Rights Secretariat, Ecuador.

COVID-19 SEAL.  
Techint E&C. Accident Insurance  
Firm of the Chilean Chamber of  
Construction.

COLLECTIVE BARGAINING  
COMMITTEE, SILVER.  
Techint E&C. Accident Insurance  
Firm of the Chilean Chamber of  
Construction.

2020

 **ISO 50001:2018 CERTIFICATION  
OF ENERGY MANAGEMENT  
SYSTEM**

2019

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

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

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

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

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

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

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

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

2018

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

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

QUALITY PRIZE.  
European Society for Quality  
Research.

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

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

 **ISO 45001 CERTIFICATION**

 **ISO 9001 RECERTIFICATION**

 **ISO 14001 RECERTIFICATION**

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

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

2017

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

2 MILLION LH WITH NO LTA.  
Al Shabad Power Phase II Project,  
Egypt. PGESCO.

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

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

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

2016

★★★★★  
★★★★★  
FOR EXCELLENCE IN PREVENTION  
MANAGEMENT.  
Chilean Chamber of Construction.

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

2015

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

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

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

2014

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

ENVIRONMENTAL PERFORMANCE  
AWARD.  
Techint E&C. IPLOCA (International  
Pipe Line & Offshore Contractors  
Association).

2013

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

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

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



REFERENCES:

LH  
Labor Hours.

LTA  
Lost Time Accidents.

ISO  
International Organization  
for Standardization.

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

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

2012

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

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

2011

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

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

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

2010

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

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

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

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

2009

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

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

 **VCA SCC CERTIFICATION,  
VERSION 2008/5.1**

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

2008

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

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

RECOGNITION OF SAFETY TECHINT.  
Pipeline Contractors Association  
of Canada.

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

2007

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

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

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

2006

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

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

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

2005

 **OHSAS 18001 CERTIFICATION**

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

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

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

2004

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

 **ISO 14001 CERTIFICATION**

2003

RECOGNITION OF SAFETY  
MANAGEMENT.  
IPLOCA.

2001

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

1999

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

1996

 **ISO 9001 CERTIFICATION**

## Strategic planning

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

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

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

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

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

### **The company's pillars of action are:**

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

**EMPLOYEE TRAINING AND DEVELOPMENT:** developing our people's strengths and opportunities for improvement. This includes our subcontractors and suppliers, as they are vital players in the development and delivery of quality services and products.

**PREVENTIVE BEHAVIOR:** focused on quality, the environment, safety, participatory health and improving our energy performance. This involves changing attitudes to work and life in general, in a way that is sustainable over time and able to evolve in line with the dynamics of the business.

**OPERATIONAL EXCELLENCE:** encouraged and achieved by reinforcing prevention as well as managing risks and opportunities throughout the company.

**ACTIVE LEADERSHIP FROM THE TOP:** the main drivers for carrying out sustainable projects.

## Process management

Our approach to Process Management is based on a participatory model involving the entire company that has the value chain as its main axis. It associates the business model with company strategy through integrated processes.

Efficient operation is achieved through the identification of the company's main processes and how these are related.

### **Classification of processes**

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

#### **Strategic processes**

Setting strategies, goals, policies and general lines of action and control for all processes and functional areas.

#### **Core/operational processes**

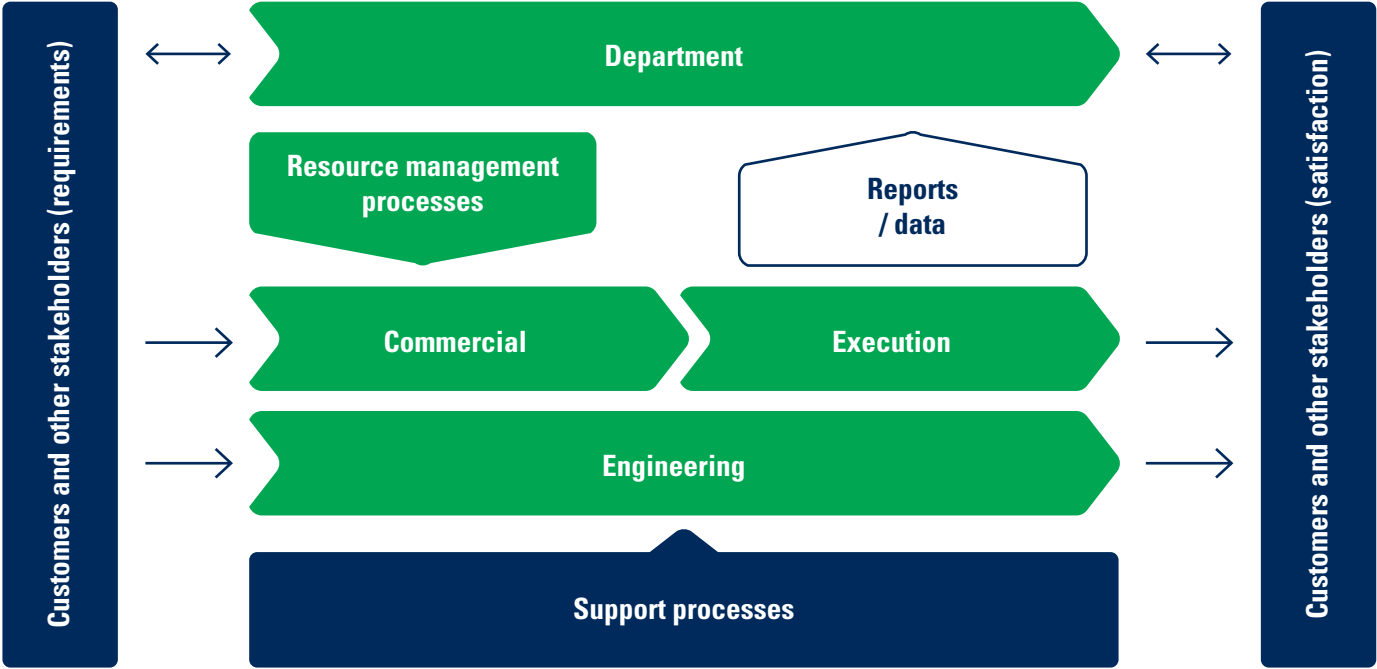
These create the product/service delivered to the customer.

The starting point is the commercial process that uses market monitoring and analytics to build an offer. This later becomes a contract and is subsequently executed. The procedures run in parallel with engineering, which is an integral part of the process from project conception to completion.

#### **Support processes**

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

PROCESSES



Focus on the energy transition

The increase recorded in CO<sub>2</sub> emissions over the last 150 years is principally due to human activity, and as a result, the Earth is changing faster than at any other time in history.

In response, the International Energy Agency (IEA) presented the medium-term requirements to achieve net zero emissions as they apply to this sector. These required companies to define their strategies in line with their investment commitments.

Techint E&C is thus focusing its efforts on minimizing the environmental footprint of its operations, driving the development of a work agenda centered on climate change and the energy transition.

The company is thus seeking to position itself as a strategic partner with a specific role: to integrate advanced technology with the experience and knowledge it has accumulated in various projects and its pragmatic approach to EPC (Engineering, Procurement and Construction).

The company’s engineering and business development teams all collaborate with our customers under the conceptual umbrella of this approach, from the earliest stages of a project, including prefeasibility and feasibility studies, to conceptual engineering, basic engineering, and FEED (front-end engineering design).

The work agenda is mainly focused on hydrogen as an energy vector and on decarbonization solutions for different market segments. Likewise, the company is evaluating initiatives, such as the production of green hydrogen and ammonia, and pipelines for transporting and storing green hydrogen.

It is also studying projects to convert power generation plants to coal and producing synthetic fuels from renewable energies, as well as solar parks and wind farms designed to meet the energy demands of the Group’s companies.

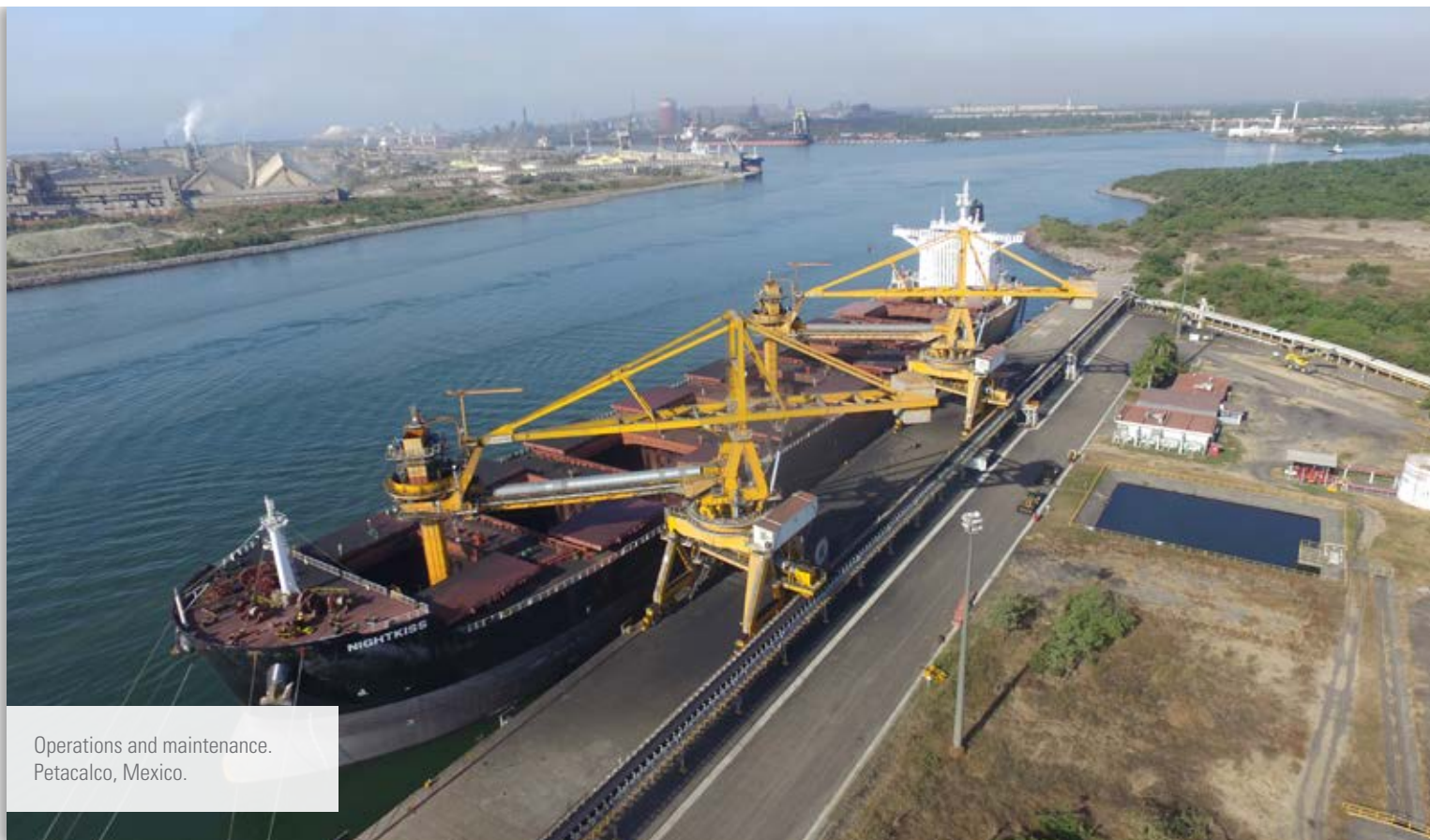
Two of the projects under development, integral to the energy transition, are the design and construction of a pilot lithium processing and treatment plant in Argentina, as well as a carbon capture project at a petrochemical plant in the United States.

Innovation

Techint E&C promotes an innovative culture, which encourages the review, renewal, acquisition and dissemination of practices and tools to optimize the business.







## 5. BACK OFFICE PROCESSES

- Implementation of Procurement Status Report system, enabling quick consultation and the centralized reporting of the status of purchases in projects.
- Implementation of Material Inventory Dashboard system, including details of project installation materials, classified and summarized into smart reports.

## 6. DEVELOPMENT OF NEW PRODUCTS FOR CUSTOMERS

- “Dalmine Zero Emissions”: decarbonization of the Tenaris plant using green hydrogen.

## IT and technology

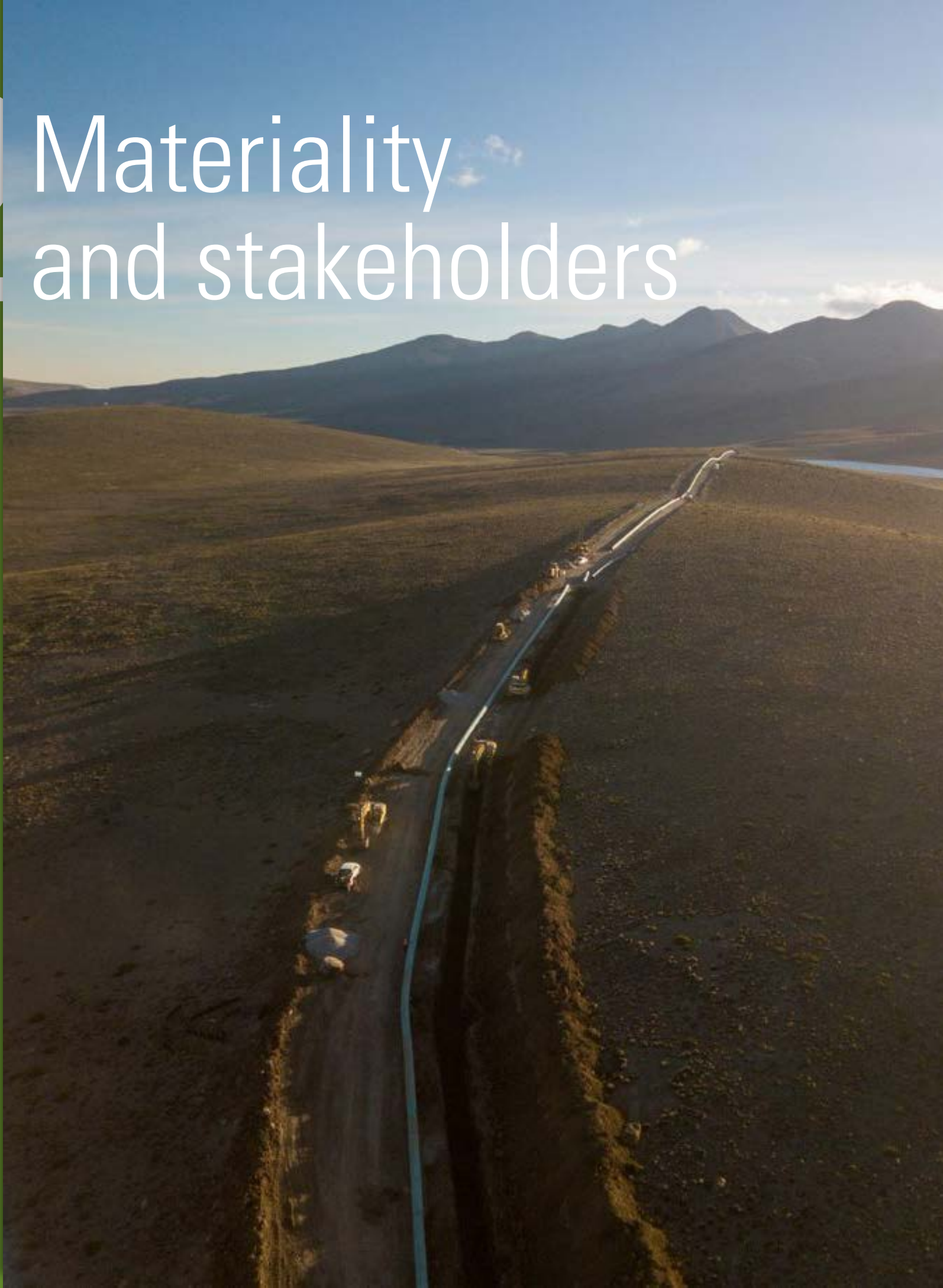
Techint E&C continues to implement new technological solutions focused on core processes and improving cybersecurity standards.

### 2021: highlights

- Virtual workstations to extend remote engineering capabilities.
- New solution for material specification, catalogs and estimates of engineering quantities.
- Evolution of BIM methodology.
- Georeferencing tool to monitor progress of linear works, integrated with planning systems, IoT, etc.

- Various field process digitalization solutions.
- Technological solutions to improve perimeter and device security.
- Updating/expanding processing capacity at data centers.
- Cybersecurity awareness: global, mandatory training.
- Significant advances in process automation through Robotic Process Automation (RPA) solutions.
- Data & analytics: advance in data driven reporting model/data quality for core and back office areas.

# 2 Materiality and stakeholders



## Based on an Integrated Management System aligned with international standards, Techint E&C analyzes different issues to establish those with the greatest impact on its business and stakeholders.

In 2021, despite the pandemic context, Techint E&C continued to develop large-scale projects, working with stringent health and safety protocols with which all employees, suppliers, partners, contractors and subcontractors were required to comply.

During the year, the company recertified for the ISO 9001:2015, 14001:2015 and 45001:2018 standards as well as the ISO 50001:2018 standard for its Energy Management System.

This is the seventh edition of Techint E&C's Sustainability Report, detailing its commitments and actions in environment, social and economic matters from a global perspective. The report takes into account the company's performance in the different countries where it operates, during the period running from January to December 2021.

Each chapter of the Report reflects how the company's values translate into concrete actions and these in turn become performance indicators.

At the same time, it presents the diverse and complex context that is such a feature of the business.

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

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

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

### Materiality and stakeholders

Materiality analysis has been used as a method to identify and prioritize the issues of greatest importance to Techint E&C.

This reflects the most significant economic, environmental and social impacts for the company, and how these influence stakeholder evaluations and decision-making. The analysis of these areas of interest from the perspective of the company's Integrated Management System, allows the company to identify stakeholders in terms of materiality with a view to enabling precise, meaningful reporting.

The stakeholder groups identified have a high impact on the company as regards sustainability and include the following:

- Customers, who consume the company's products and services.
- Employees making up the organization.
- Members of the communities where the company operates.
- Business partners, with whom the company shares the development of projects.
- Subcontractors and suppliers, vital links in its value chain.
- Certification bodies, responsible for verifying compliance with standards.



- The Board of Directors, who finance and obtain benefits from business results.
- Governments of those countries where the company operates.
- Trade unions, who defend the interests of workers before companies and the government.

**Materiality matrix based on the impact on Stakeholders and the Business**

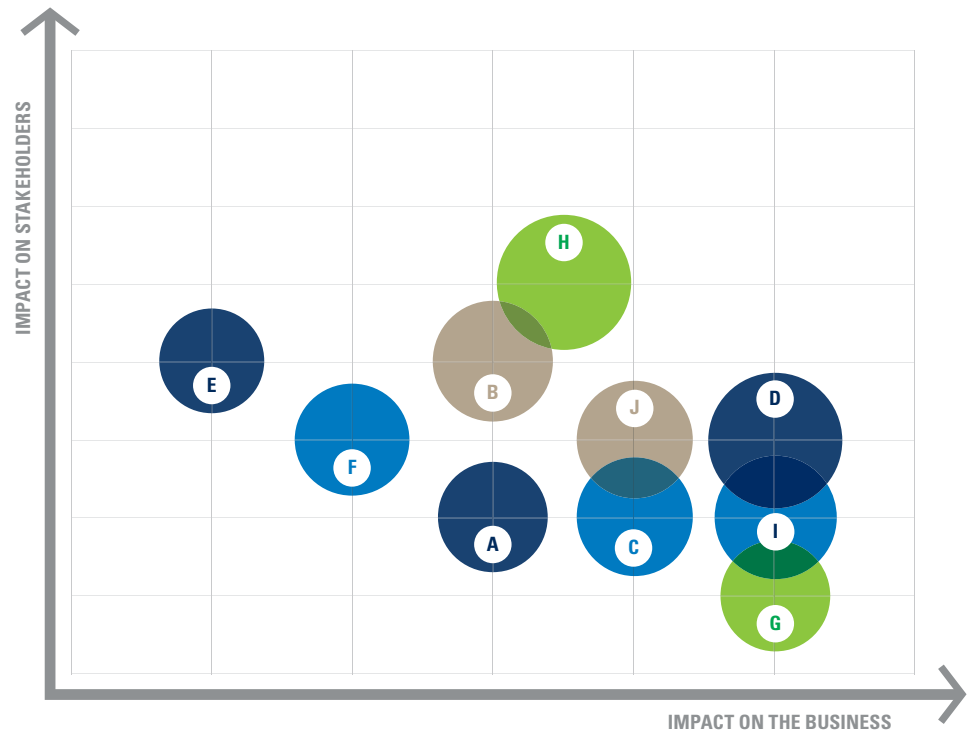
In order to determine which aspects have the greatest impact on the business and are the most influential for stakeholders, the following evaluation criteria were defined:

1. Identification, qualification and quantification of stakeholders impacted by the area being evaluated.
2. Relevance for stakeholder groups as a whole.
3. The impact on the business was defined as “low”, “medium” and “high”.
4. Impact on Materiality: “Relevance for Stakeholders” x “Business Impact”.

**Sustainable Development Goals**

As part of its response to the requirements of its stakeholders, Techint E&C is committed to a sustainable business model that promotes economic growth, fosters the development of people and minimizes the environmental impact of its operations.

**MATERIALITY AND STAKEHOLDERS**



**Note:** the size of the circles correlates with the size of the impact on a given area.

These premises inspire it to seek a balance between the activities performed in the course of business and the well-being of its communities.

The company carries out its activities in line with the 17 Sustainable Development Goals (SDGs) of the United Nations and their 169 Targets. These seek to provide countries, citizens and companies with global guidelines for minimizing social, economic and environmental problems by 2030.

Techint E&C has developed a sustainable quality process to enable it do things right the first time round, without deviations, and ensuring the traceability of its actions.

In this Report, the company details examples of the actions taken as they relate to each SDG, showing how this contributes both directly and indirectly to achieving these goals through its different activities and projects.



A. EMPLOYEE WELL-BEING AND PROFESSIONAL GROWTH	Promotion and respect for human and labor rights.
B. COMMUNITY RELATIONS	Promoting and driving socio-economic growth in the communities where the company operates.
C. SUPPLY CHAIN MANAGEMENT	Responsibility towards suppliers and contractors, their products and services.
D. ETHICS, TRANSPARENCY AND BUSINESS CONDUCT	Prevention and mitigation of corruption.
E. PROTECTION AND SUSTAINABLE MANAGEMENT OF RESOURCES	Circular economy initiatives: responsible use of resources, such as soil, water, fuel, and electricity.
F. KNOWLEDGE MANAGEMENT AND INNOVATION IN SUSTAINABILITY	Capture, transfer and application of knowledge.
G. TRUSTWORTHINESS AND GUARANTEE OF QUALITY	Sustainable quality throughout processes.
H. PERFORMANCE IN PREVENTION	Preventive culture as a core value in people’s lives.
I. ENERGY TRANSITION	Decarbonization: integration of advanced technology with experience and a pragmatic approach to EPC projects.
J. MEETING DEADLINES	Economic results of the business.



**Jaguatirica II, Brazil.**  
A break for some exercise to stretch and recover fresh energy levels for better performance.



Techinet E&C supports the Sustainable Development Goals.



**Material issues related to the SDGs**

Priority material issues for the company, related to the Sustainable Development Goals.

**SDGS WITH A DIRECT IMPACT ON THE COMPANY**



**3 GOOD HEALTH AND WELL-BEING**  
Strengthening prevention through campaigns to promote good health. Implementing participatory occupational health management systems.



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



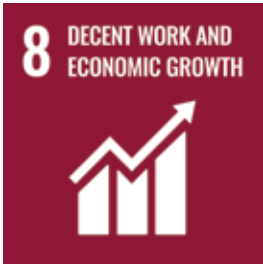
**5 GENDER EQUALITY**  
Promoting equal opportunities throughout the industry as a whole, fostering a work environment able to promote diversity in its broadest sense.



**6 CLEAN WATER AND SANITATION**  
Building infrastructures for proper water management, contributing to its rational use, improving reuse methods and techniques at projects.



**7 AFFORDABLE AND CLEAN ENERGY**  
Incorporate machinery and technology to develop projects using modern and sustainable energy services.



**8 DECENT WORK AND ECONOMIC GROWTH**  
Ensuring processes to shore up the response to occupational risks. Promoting economic growth in the communities where the company operates.



**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
Achieving improvements in energy performance by implementing an Energy Management System, certified under ISO 50001:2018.



**11 SUSTAINABLE CITIES AND COMMUNITIES**  
Raising awareness of cultural and natural heritage at our projects. Evaluating the impact of our activities and waste creation. Sharing the chain of command for waste management beginning with zero waste.



**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
Working with a responsible approach to the consumption of resources and waste generation, within the framework of a circular economy.



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



**15 LIFE ON LAND**  
Focusing on the care and preservation of biodiversity, including revegetation and compensatory afforestation actions throughout the projects.



**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**  
Implementing the regulations and control mechanisms to ensure ethical conduct, transparency and integrity in all operations.



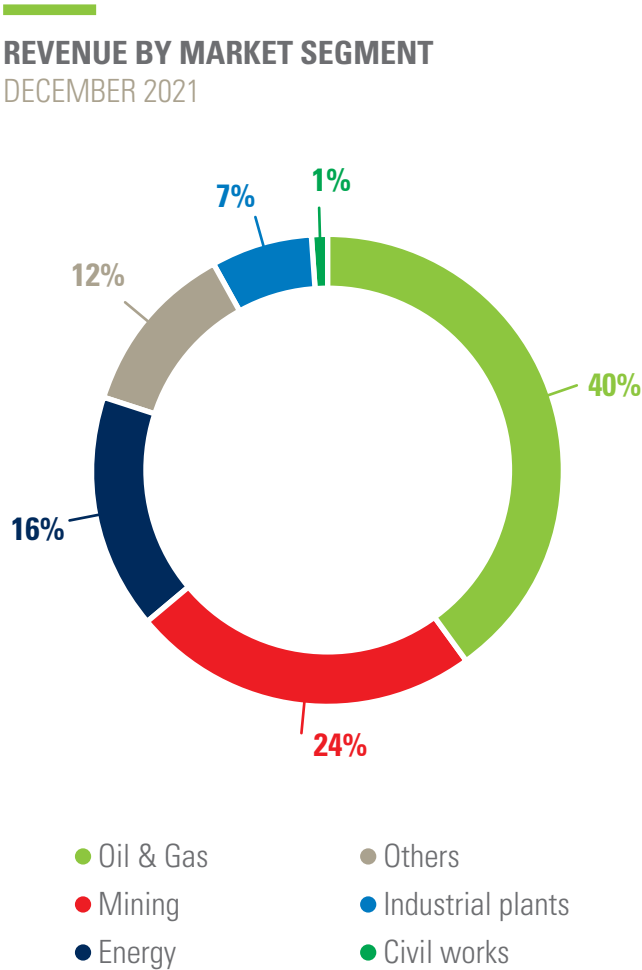
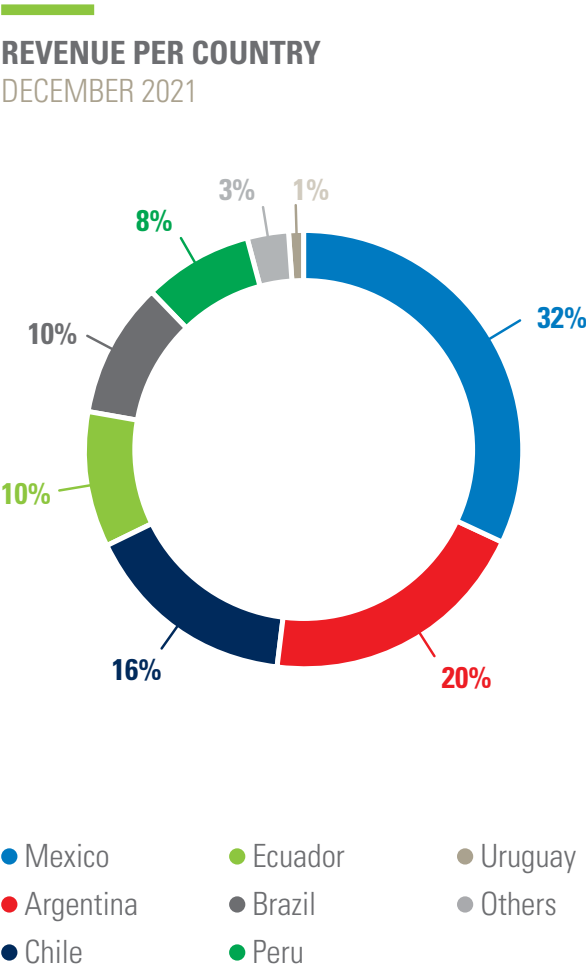
3

# Economic development

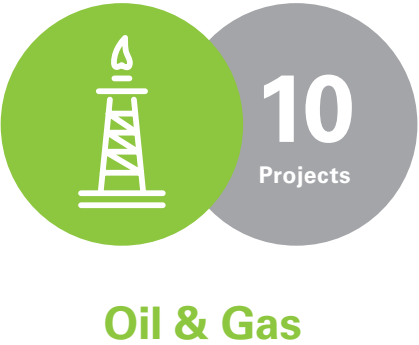




The Company earned USD 1.259 billion in revenue during 2021. Of those countries where Techint E&C has operations, Mexico earned the most income (32%), followed by Argentina (20%) and Chile (16%). As for its markets, 40% of revenues correspond to the Oil & Gas segment and 24% to Mining.



The projects



ARGENTINA

Fortín de Piedra – Tecpetrol

Fast-track EPC for surface facilities for shale gas (up to 21 MMm<sup>3</sup>/day of processed gas), in Neuquén.

O&M at Oilfields – Tecpetrol

Operation and maintenance of surface facilities at the Fortín de Piedra, Los Bastos (Neuquén) and Agua Salada (Río Negro) fields.

O&M at El Tordillo – Tecpetrol

Operation and maintenance, scrap handling, soil movement and transport of liquids and solid materials for the construction of surface facilities, at the El Tordillo field, in Chubut.

Sierras Blancas Pipeline – Shell

EPC for oil pipeline (16"-103 km) and surface facilities in Vaca Muerta, starting at the Sierras Blancas field (Tratayén, Neuquén) and ending at the Oldeval pumping station, in Allen, Río Negro.

COLOMBIA

Pendare – Tecpetrol

Operation and maintenance of the facilities of the CPF at Block CPO 13 belonging to Tecpetrol, in Puerto Gaitan, Meta.

ECUADOR

AUCA – Shaya

EPC services for oil & gas extraction facilities at the Auca field (83,000 bpd), including soil movement, platform construction, laying connection lines between wells, water lines and power lines, in Orellana.

Shushufindi – Shushufindi Consortium

EPC services for oil & gas extraction facilities, including comprehensive design, construction and installation of equipment and facilities for well operations, in Sucumbíos.

MEXICO

Dos Bocas Refinery – PEMEX

EPC for the Amine Regeneration Unit, Sour Water Stripper, and Effluent and Treatment Plants (340,000 bpd), in Tabasco.

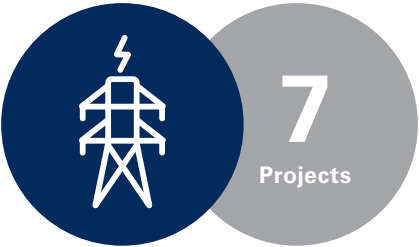
Dos Bocas Cogeneration – PEMEX

EPC for the electrical substation to integrate the systems at the refinery, producing 300 MW of power and 1,100 tons/h of steam, in Tabasco.

PERÚ

Phase V Services – COGA

Operation and maintenance of the Camisea gas pipeline network of 730 km, from Cusco to Lima.



Energy

ARGENTINA

**Genelba – Pampa Energy**

EPC project to close the combined cycle of the thermal power plant, increasing its capacity from 169 MW to 364 MW, in Buenos Aires.

**Ensenada Barragan – YPF Luz and Pampa Energy**

EPC project to close the combined cycle of the thermal power plant, increasing its capacity from 560 MW to 840 MW, in Buenos Aires.

BRAZIL

**Parnaíba V – ENEVA**

Turnkey-type EPC project for a 386 MW open-cycle thermoelectric power plant in the Parnaíba industrial complex, in Maranhao.

**Jaguaririca II – ENEVA**

EPC project for a 120 MW open-cycle thermoelectric power plant, in Roraima.

EGYPT

**South Helwan – UEEPC**

EPC services and balance of plant of three 650 MW modules for a supercritical thermoelectric plant, in Helwan.

ITALY

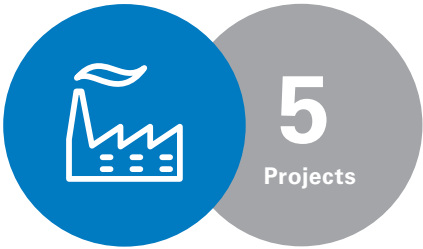
**Tavazzano Power Plant – EP Production**

EPCM project for a 800 MW power plant, in Lodi.

MEXICO

**O&M Petacalco – CFE**

Operation and maintenance of the internal coal management system in the port of Petacalco, transporting up to 1,800 t/hr of coal to the Lázaro Cárdenas power plant in Guerrero.



Industrial plants

BRAZIL

Upgrade of PCI – Paul Wurth

EPC project to take capacity from 160 to 220 kg/t of pig iron for the Pulverized Coal Injection system at the Blast Furnaces of the Ternium plant, in Rio de Janeiro.

Various projects – USIMINAS

Management of electromechanical assembly activities at the Usiminas plant, in Ipatinga, Minas Gerais.

UNITED STATES

Bay City – Tenaris

Technical and maintenance services for a 100,000 m² seamless pipe manufacturing plant, in Texas.

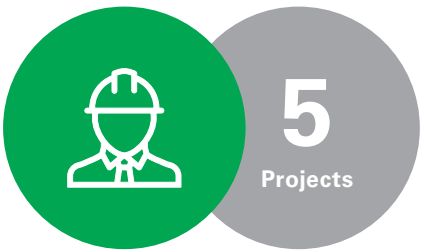
Pig Iron Plant – Petmin

EPCM services for greenfield plant producing nodular pig iron with output capacity of 450,000 t/yr, in Ohio.

MEXICO

LACA – Ternium

Civil works and mechanical assembly for the hot rolling mill (3.7 million t/yr), in the Pesquería Industrial Complex, in Monterrey.



Infrastructure  
Civil Works

ITALY

Innovation Building – Humanitas University

6,100 m² extension of University Campus facilities, using green technologies, in Milan.

Revamping of Milan Polyclinic – Fondazione IRCCS Ca’ Granda

Modernization of city hospital by providing 900 beds.

URUGUAY

Maldonado Effluents – OSE

EPC project for 12 km of drains in several locations, 2 pumping stations and the corresponding executive projects, in Maldonado.

Coastal Corridor Bridges – CVU

EPC project for 9 highway bridges on Route 2, in the department of Soriano.

Ruta 9 – CVU

Civil works for repair and maintenance of 105 km of roadways, including bridges and roundabouts, in Maldonado and Rocha.





Mining

CHILE

QB 2 – Quebrada Blanca Mine

EPC project of 165 km of 36" pipelines for desalinated replacement water and 165 km of 6-8" pipelines for the concentrate transport system, in Tarapaca.

TTS – Minera Escondida Ltda.

EPC for the tailings transport system (flow of 2,155 m³/s), including tailings pumping station, emergency ditch, tailings disposal ditch and wash and seal water system, in Antofagasta.

Los Bronces III – Anglo American Sur

Maintenance services for two 6-km pipelines (14"-24"), in Santiago.

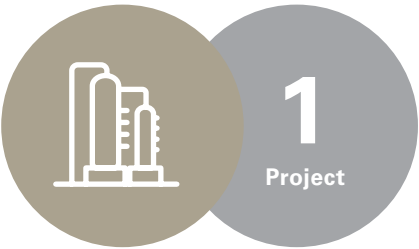
Los Bronces IV – Anglo American Sur

Replacement of 31.1 km of STP, SAR and STR gas pipelines and execution of additional works, in Santiago.

PERU

Quellaveco – Anglo American

EPC project of 87 km of freshwater pipelines (24-28"), 2 pumping stations and facilities, in Moquegua.



Downstream and Petrochemical Plants

BRZIL

CMISS – Yara Galvani

Electromechanical assembly and commissioning of new facilities for the Serra do Salitre industrial mining complex, increasing fertilizer production to 950,000 t/yr, in Minas Gerais.



# 4

## Environmental commitment





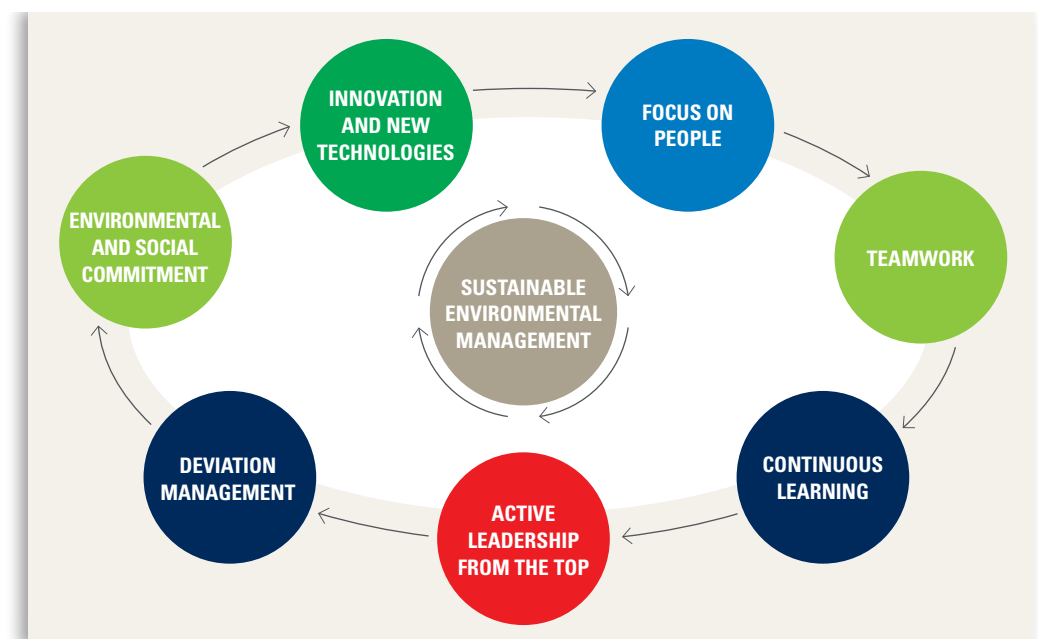
Since its beginnings, Techint E&C has sought to create engineering and construction projects, providing neighboring communities with development opportunities while minimizing its impact on the environment, and being reliable for both partners and customers.

The company pursues the objective of “zero deviations” in each of its activities, focusing efforts on:

- Working to prevent pollution and minimize the impacts of its operations.
- Managing resources and material sustainably.
- Deploying an integrated approach to waste management according to the 4R priorities: Reduce, Reuse, Recover/Repair and Recycle.
- Improving energy performance by optimizing use and consumption and promoting energy efficiency.
- Using water sustainably with a focus on maximizing its reuse.
- Disseminating key environmental events and promoting environmental education throughout its projects.

### Sustainable environmental management

The company’s environmental management approach is intrinsic to its projects from the offer stage. Its Sustainable Environmental Management Plan considers all the aspects of each work.



This includes location, applicable legislation, regulatory requirements, project documentation, and any other commitments between partners and customers. This enables it to guarantee the implementation of environmental protection measures throughout the development of its activities.

Each project is monitored monthly, using Sustainable Environmental Management Indicators. These include the Environmental Accidents index and the Environmental Management index, containing a series of questions whose answers respond to the main environmental aspects of the project.



**Laguna Seca TTS, Chile.**  
Integrated waste management.

Other tools include the Resource Consumption and Waste Management indicators which measure several areas, including water consumption and reuse; fuel consumption from non-renewable sources and electricity use. They also monitor waste management according to the 4Rs (Reduce, Reuse, Recover/Repair and Recycle), in addition to the treatment and disposal of organic and hazardous waste.

In turn, and as part of the monitoring that is carried out in each site, depending on the type of project, air, water, soil and noise quality parameters are monitored and checked monthly to assess their impact on biodiversity and the local cultural heritage.

The objective for the company's Sustainable Environmental Management Indicator in 2021 was established envisaging a compliance level of 98%.

The results revealed by the Indicator for the period covered showed that a compliance level of 92.5% had been achieved.

### Materials management

At each project, Techint E&C works to foster a general culture which prioritizes the proper handling of materials, seeking to extend their lifecycle by reusing them. The company employs a system to make the most of materials, focusing on reduction, reuse and minimizing waste.

This translates into efficiency and savings in transfer, treatment and disposal. It also contributes to reducing greenhouse gas (GHG) emissions, driving a circular economy with a focus on zero waste and enhancing social recovery actions.

Waste segregation at source is critical for appropriate management. The company ensures that employees are trained and kept up-to-date concerning what needs to be done at each project, thanks to quality environmental education. Different activities have been developed with a direct impact on people's behavior, improving outcomes such as final waste disposal figures.



Shushufindi field, Ecuador.  
Waste separation.

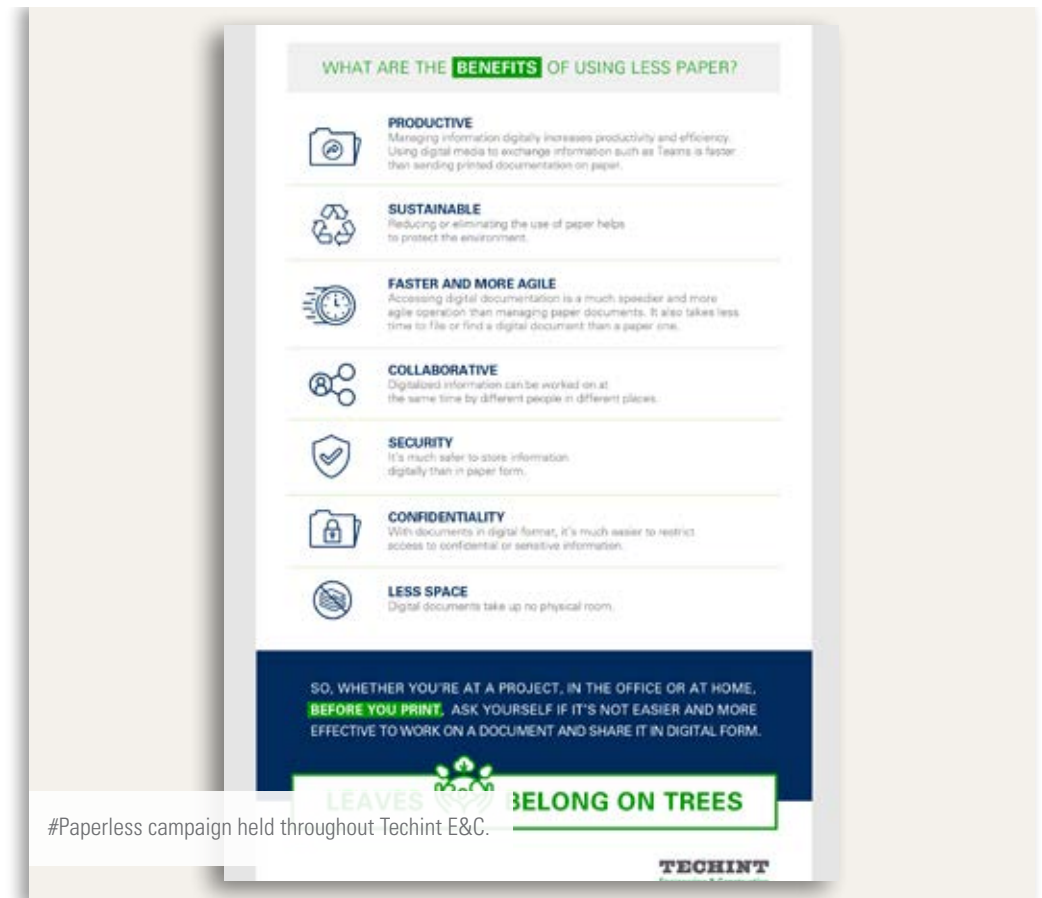


Each project carries out a monthly survey of the materials used at the works, as well as the different waste streams produced, as part of its reporting procedures on sustainable environmental management.

All the data reported on waste streams (4R, organic, hazardous waste and others) are recorded in a global database, which monitors efficiency, output and performance at each site.

**The different actions carried out at projects are detailed below:**

- Recovery of aggregates, and reuse in road structures, workshops and installation of camps.
- Campaigns to reduce, reuse, recover and recycle materials.
- Elimination of single-use plastics in dining rooms and offices.
- Generation of compost (fertilizer endowing soil with structure and improving its physical properties), subsequently used in landscape restoration.
- Recycling of not-for-use tires at authorized sites and reuse of tires in disuse.
- Participation in recycling campaigns for white paper, cardboard, bottle tops, plastic bottles, printer toner, and batteries.
- Management of hazardous waste from point of origin to treatment and final disposal at authorized sites.
- Reuse of equipment and office furniture between projects.
- Reuse and subsequent donation of wood from packaging, formwork, masonry and others used at each site.
- Scrap reuse. Disposal streams for scrapping, collection and subsequent reuse in steel services.



- Recovery and donation of out-of-use electronic equipment. Disposal of non-recoverable items in authorized treatment and final disposal sites.
- Implementation of campaigns, mobile technology, QR code information to replace paper use at company level.

For example, at the Parnaíba V project in Brazil, the company introduced the Sheriff Patrol initiative where each work phase defined a person in charge of waste management, responsible for segregating waste and ensuring their work area was clean, neat and tidy.

**THE COMPANY'S  
"PAPERLESS"  
CAMPAIGN, HELD  
THROUGHOUT ITS  
PROJECTS AND OFFICES  
OVER THE LAST TWO  
YEARS, HAS PRODUCED  
A REDUCTION IN THE  
USE OF WHITE PAPER OF**

**4 tons**



**Shushufindi field, Ecuador.**  
Happy Recycling Christmas.



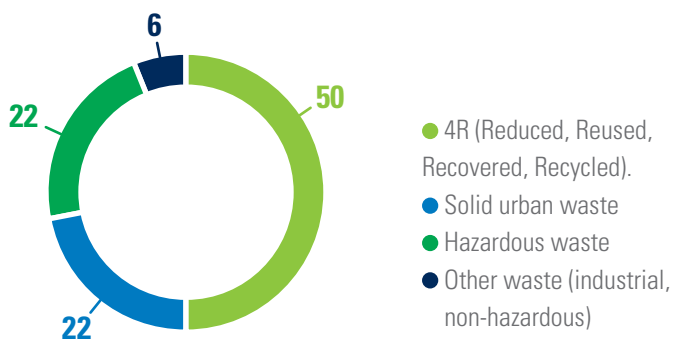
**Services provided to TenarisSiderca, Argentina.**  
Vegetable garden initiative.



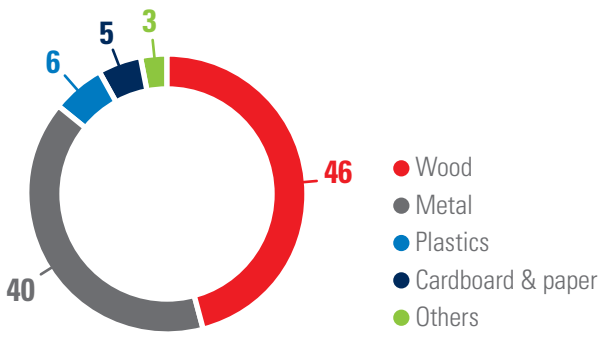
**Parnaíba V, Brazil.** The Sheriff Patrol initiative.



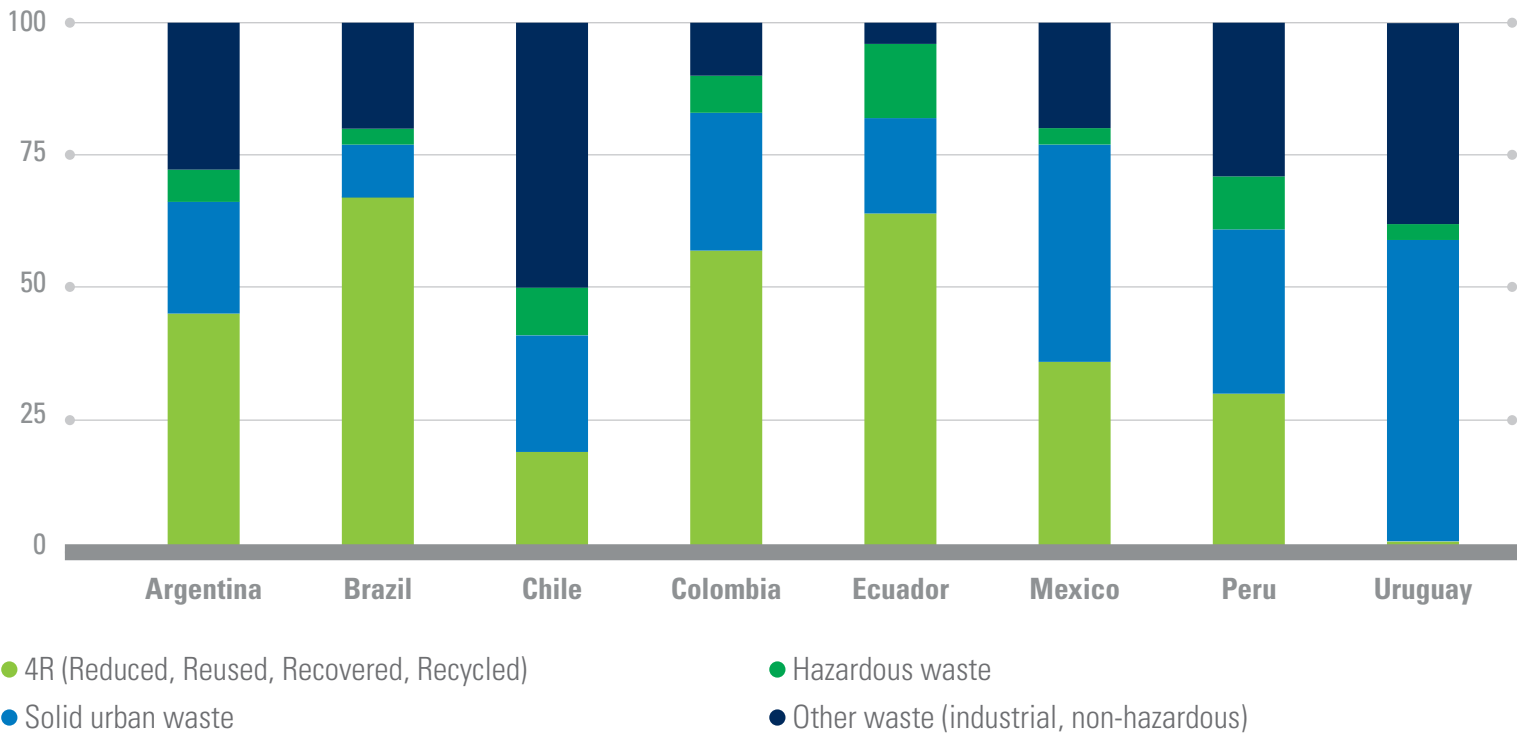
INTEGRATED WASTE MANAGEMENT  
IN %



4R MANAGEMENT  
IN %



WASTE SEGREGATION  
BY COUNTRY IN %





Earth Hour was celebrated around the world by our people at different projects.

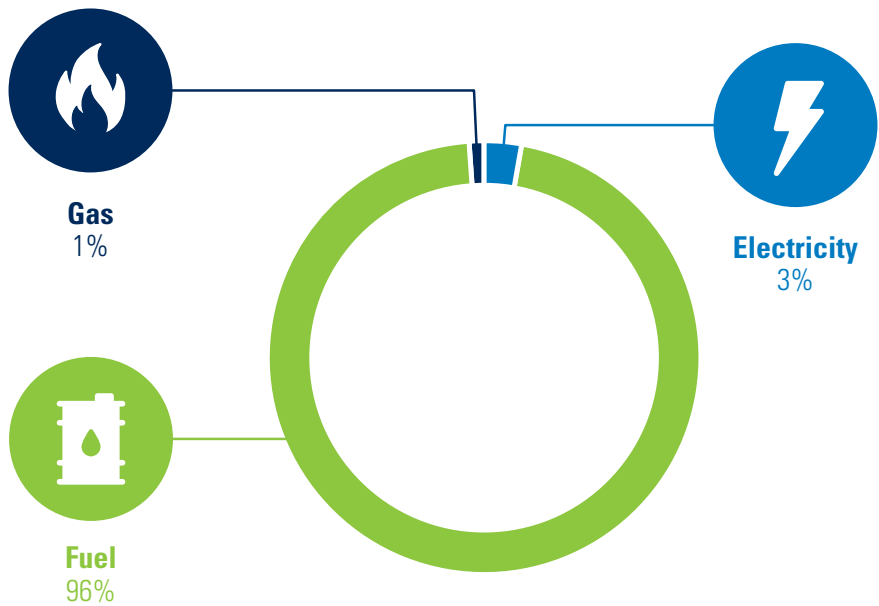
### Energy performance

Techint E&C pursues an Energy Management System (EnMS) certified under the international standard ISO 50001:2018.

Energy management means using energy in a rational and efficient way as required to carry out activities at both projects and offices.

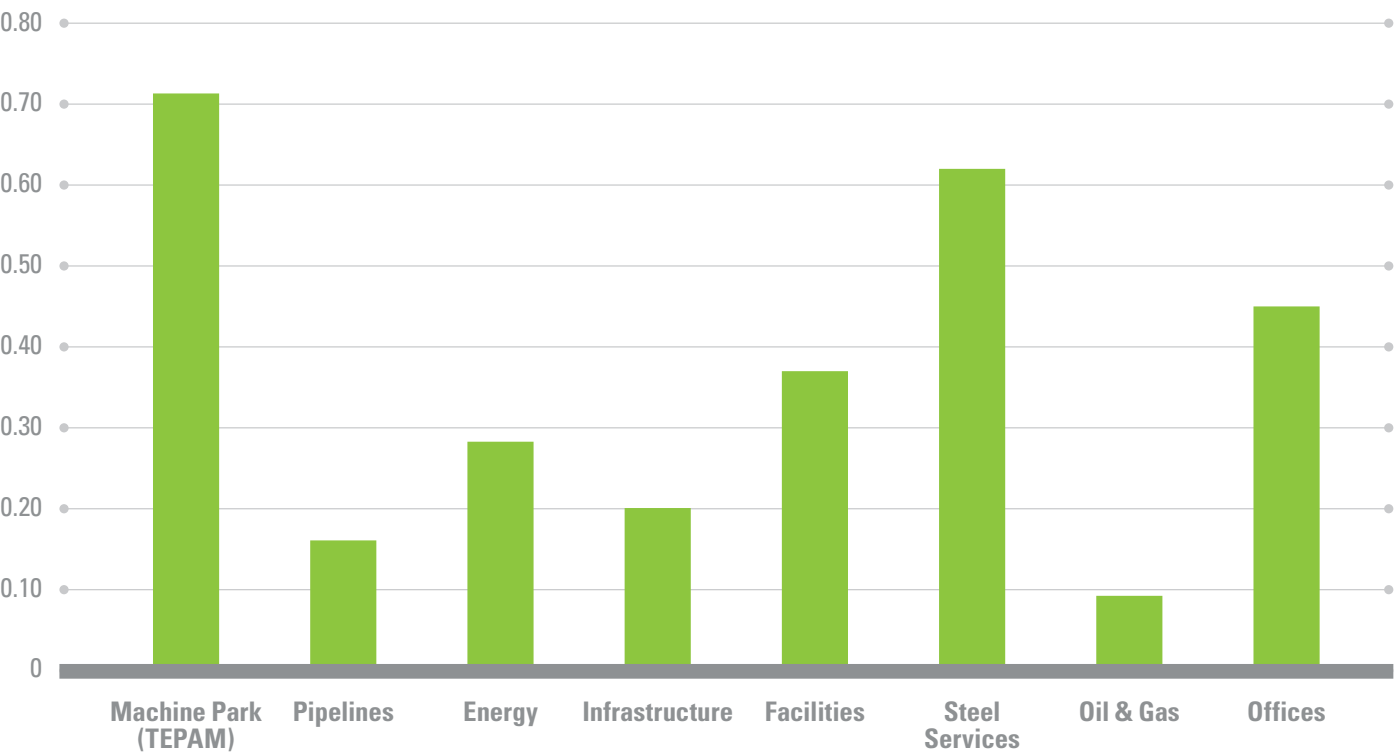
The principal source of energy consumed throughout the company at the moment is fossil fuels, used in construction equipment, logistics, personnel transfer and at temporary facilities. This is followed by electricity and natural gas, to a lesser extent.

### DISTRIBUTION OF ENERGY CONSUMPTION 2021





**ENERGY CONSUMED ACCORDING TO HOURS WORKED PER MARKET SEGMENT**  
KWH/LH



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

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

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

Competence, training and awareness are vital to improving overall energy performance at projects. Personnel working on the Energy Management System, both at the projects and in offices, have received over 4,200 hours of training.

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

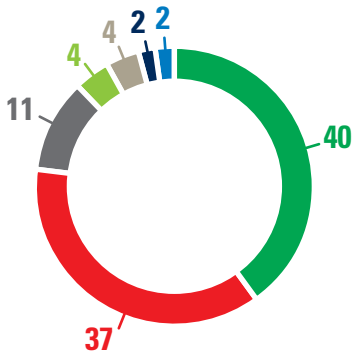
- Equipment Fuel Consumption: Amount of non-renewable energy consumed in liters / Total hourly use (HU).

- Vehicle Fuel Consumption: Amount of non-renewable energy consumed in liters / Kilometers traveled (KM).
- Electricity Consumption: Amount of energy consumed in kilowatts / Total labor hours worked (LH).

Projects involved in the implementation of the EnMS as a rule establish their own benchmarking system and indicators according to the specific work.

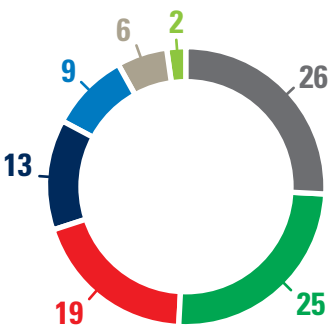
Internal EnMS audits are carried out systematically throughout the projects to establish performance indicators in terms of application, implementation and compliance with the company's Energy Policy, objectives and other requirements indicated by the standard.

DISTRIBUTION OF ELECTRICITY CONSUMPTION BY COUNTRY IN %



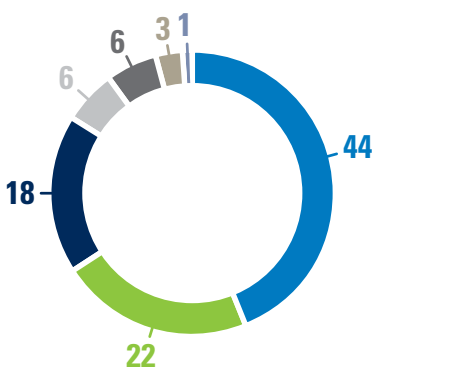
- Brazil
- Argentina
- Mexico
- Colombia
- Ecuador
- Chile
- Peru

CO<sub>2</sub> EMISSIONS BY COUNTRY CO<sub>2</sub> TONS / LITER OF FUEL IN %



- Mexico
- Brazil
- Argentina
- Chile
- Peru
- Ecuador
- Colombia

CO<sub>2</sub> EMISSIONS BY MARKET SEGMENT CO<sub>2</sub> TONS / LITER OF FUEL IN %



- Pipelines
- Steel Services
- Energy
- Infrastructure
- Facilities
- Oil & Gas
- Offices – Machine Park (TEPAM)

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

In 2021, objectives were set according to the degree of progress at each project, with reduction targets for those getting under way and more stringent requirements for those with a longer development period.

The implementation of the EnMS brought about improvements in energy use performance, achieving an average reduction in per km fuel consumption of 15% in light vehicles, a 12% reduction

in fuel consumption per hour of use in heavy vehicles, and a reduction of over 13% in electricity consumption.

**Basic initiatives and actions taken to ensure the effective implementation of the EnMS at Techint E&C:**

- Awareness campaigns promoting responsible energy use.
- Prioritizing natural light and sunlight in offices, workshops and camps.
- Installing translucent polycarbonate roofing for sheds, workshops and warehouses to allow the passage of natural light.
- Temperature adjustments in boilers and air conditioning units.
- Campaigns highlighting the importance of turning off heaters and electronic devices when not in use.

- Reduction in the use of idling equipment.
- Weekly meetings of Energy Performance Monitoring Committees.
- Replacement of conventional (halogen) lighting with LED technology.
- Progressive change-out of high-energy consumption equipment for lower energy use equipment.
- Modular construction according to environmental standards: thermal insulation, easily relocatable modules, ventilation design.
- Analysis of heavy machinery specifications regarding energy consumption.
- Implementation of motion sensor lights in restrooms and meeting rooms.





- Specific electricity meters assigned per area or process.
- Optimization of washdown processes for vehicles and effluent treatment plants.
- Modifications to personnel entry and exit times.
- Implementation of photovoltaic panels to supply fuel in areas distanced from storage.
- LED system for site light towers.
- Activity-focused lighting, avoiding general lighting.

## Emissions

Greenhouse gas emissions are proportionally responsible for the greatest environmental impact.

This is due to fuel consumption associated with the transportation of employees, materials and products in each of the projects, and to the number of operating hours accrued by light and heavy machinery.

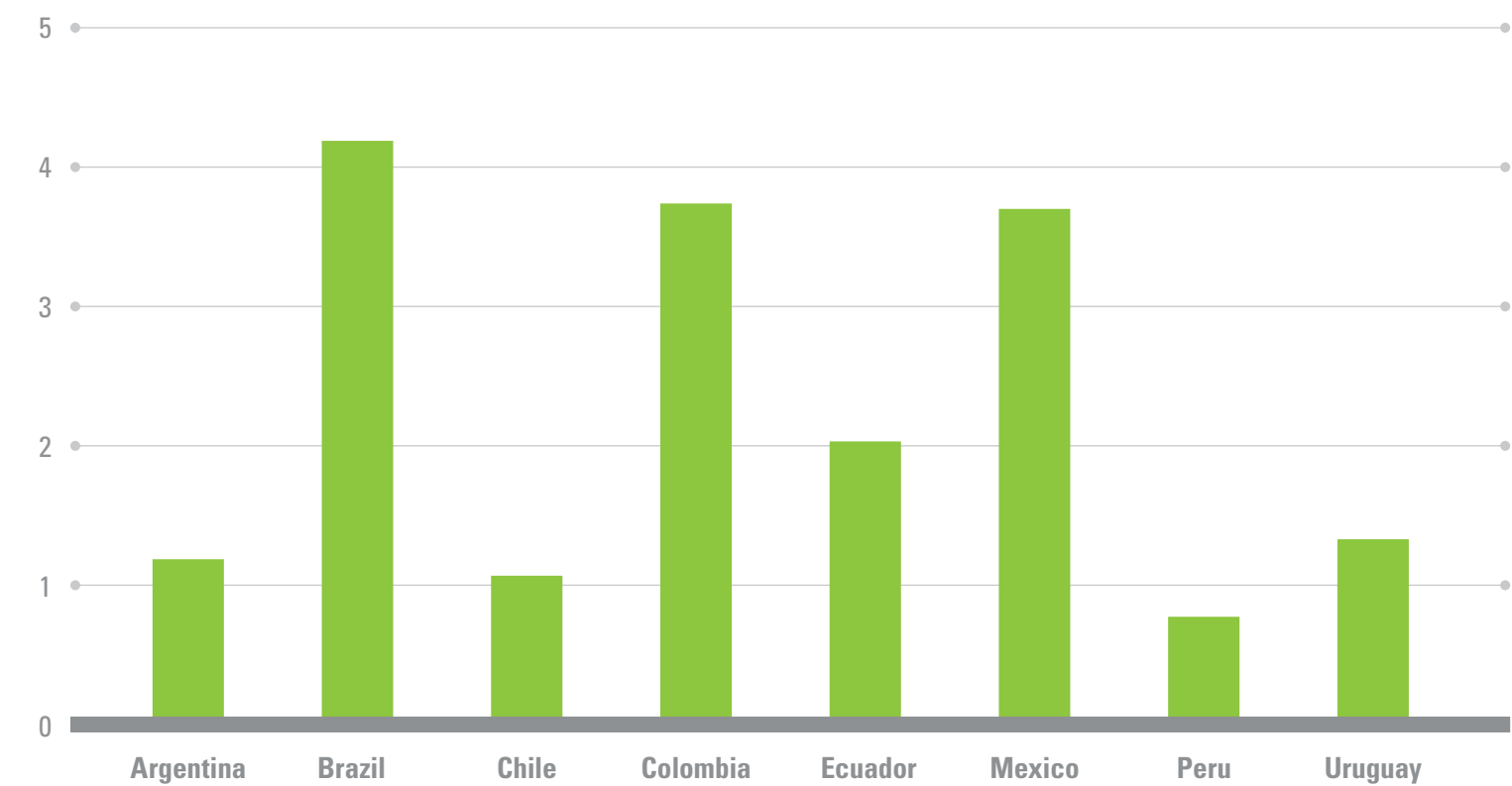
This has prompted the company to carry out specific emission-reducing actions as part of efforts to implement the EnMS.

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

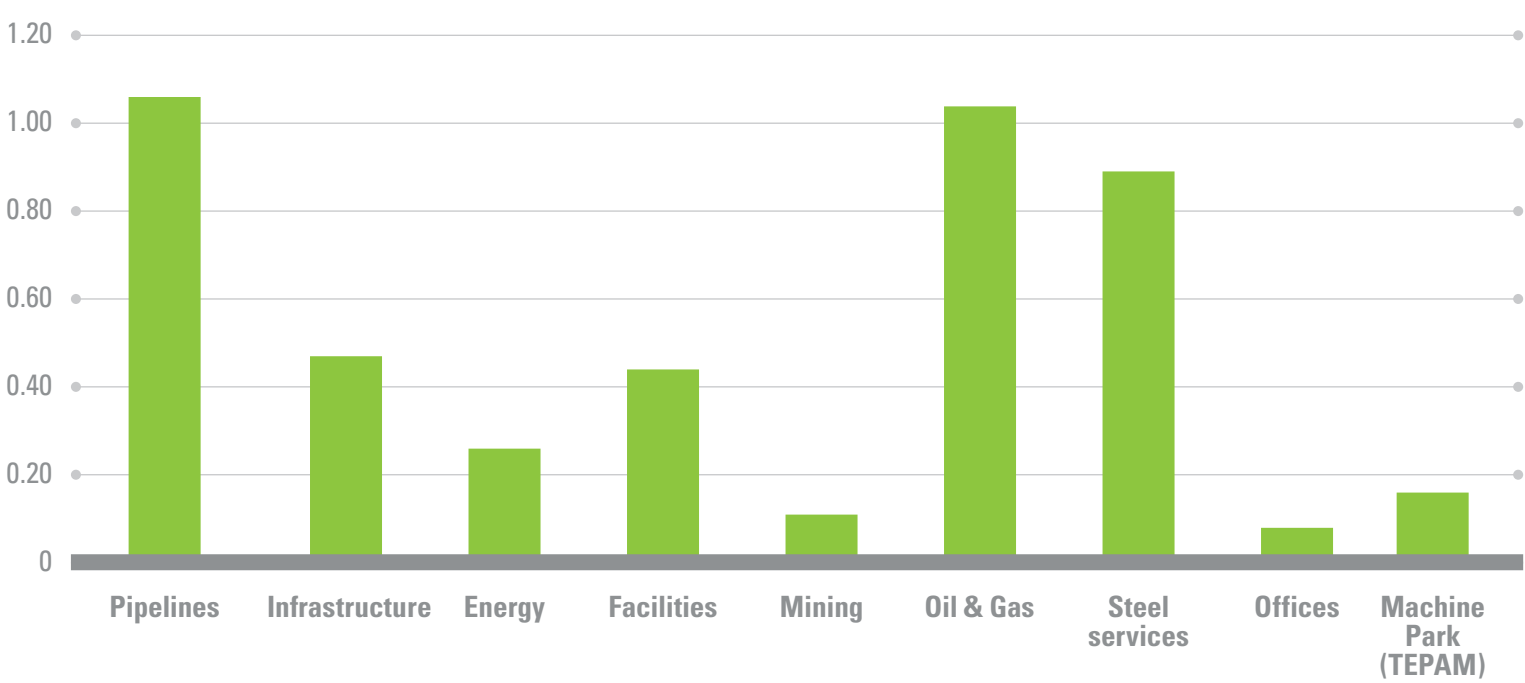
### Some of the company's preventive transport measures are:

- Efficient driving campaigns.
- Maintenance plan and preventive inspections for vehicles and machinery.
- Monitoring of atmospheric emissions.
- Travel plan: definition of routes, speed limits and schedules.
- Optimization of materials and input logistics.
- Changing out 4WD vehicles for 2WD in fleet used at urban projects.
- Maintenance plan for access and internal roads at projects.
- Transportation efficiency campaigns: preference for full capacity to reduce numbers of trips.
- Local sourcing of supplies in project development catchment areas.
- Training in preventive safety measures for personnel handling machinery as well as private vehicles and motorcycles, targeting behavior-related aspects and vehicle management. These measures have been disseminated among partners, suppliers and customers.
- Road safety training courses aimed at key aspects needing work: driving at constant speed, regulating braking intensity, optimizing interior temperatures, correct ventilation and air conditioning.

**FUEL CONSUMPTION**  
BY COUNTRY (LTS/LH)

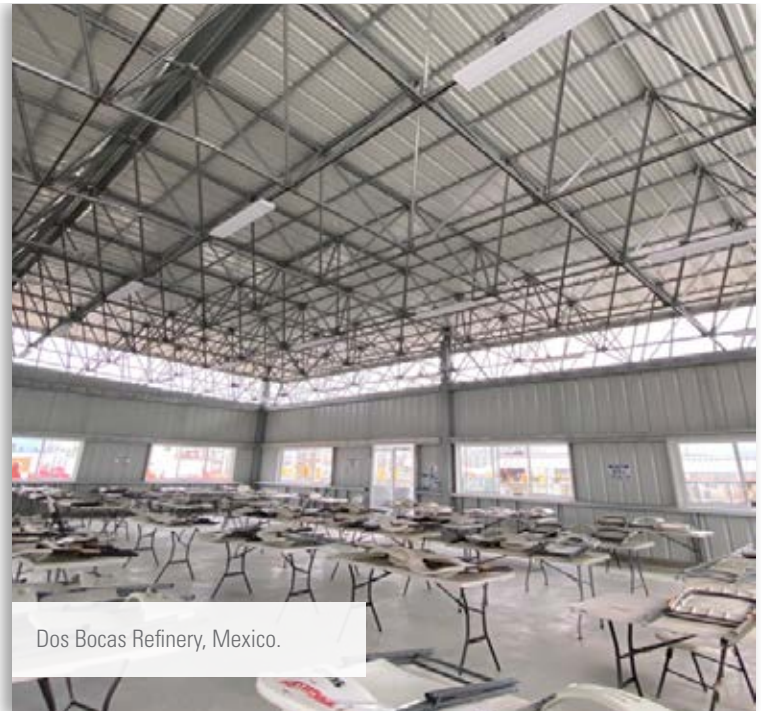


**FUEL CONSUMPTION**  
BY SEGMENT (LTS/LH)





Machine Park (TEPAM), Chile.



Dos Bocas Refinery, Mexico.

### Other actions to improve energy performance

- **QUEBRADA BLANCA, PHASE 2, CHILE.**

Over 6 million km were covered in 24 months. The successful implementation of the EnMS led to a 10% reduction in diesel fuel consumption.

The fuel supply sector for equipment in the working area was fitted with solar panels.

- **DOS BOCAS REFINERY, MEXICO.**

Three dining rooms were built, making the most of natural lighting and ventilation thanks to a 3D roof, enabling the use of natural resources and reducing energy consumption in the facilities. Some 2,750 workers use the dining rooms.

- **MACHINE PARK (TEPAM), DEPARTMENT OF ICA, PERU.**

Improvements were made to workshop ceilings to make the most of natural light, while a focused light system was implemented at workstations to avoid the use of general lighting.

- **MACHINERY PARK (TEPAM) IN ANTOFAGASTA, CHILE.**

Installation of internal meters to monitor electricity use, enabling a detailed data breakdown when analyzing monthly consumption.

- **QUELLAVECO PROJECT, PERU.**

Implementation of switches with programmable hours for electric stoves in the dining room, rooms and external lighting at the camp.

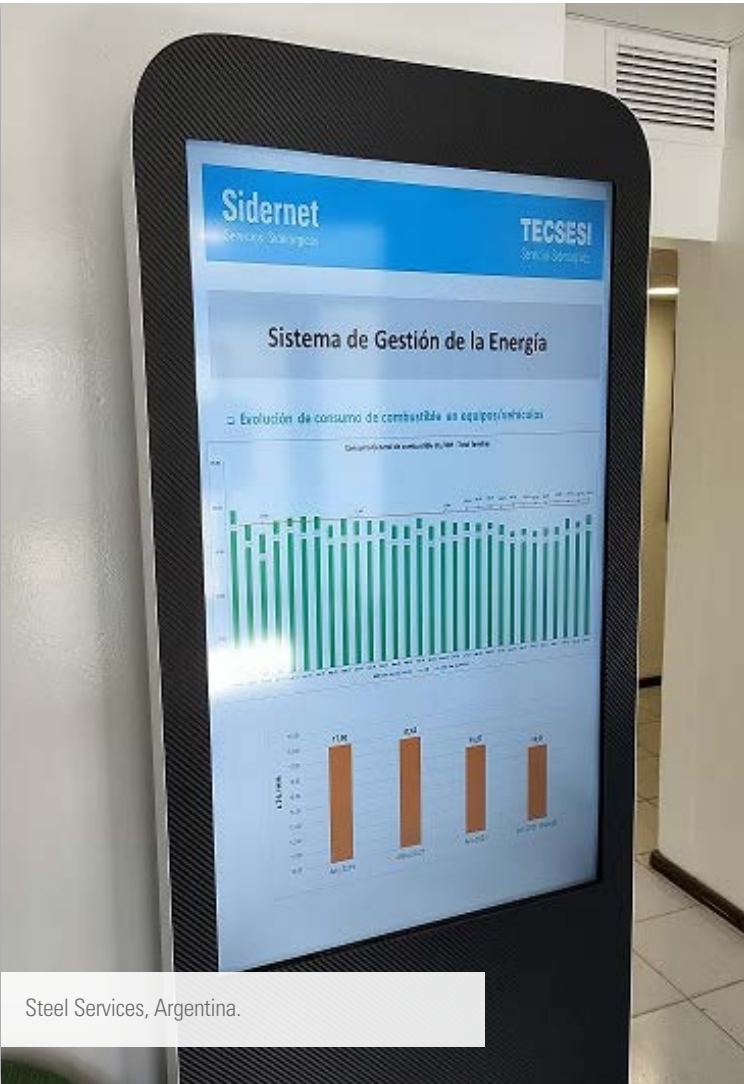
“

We know that protecting the environment is a key part of what we do. Continuous improvement in all aspects of our energy performance is the only way forward to a sustainable future.

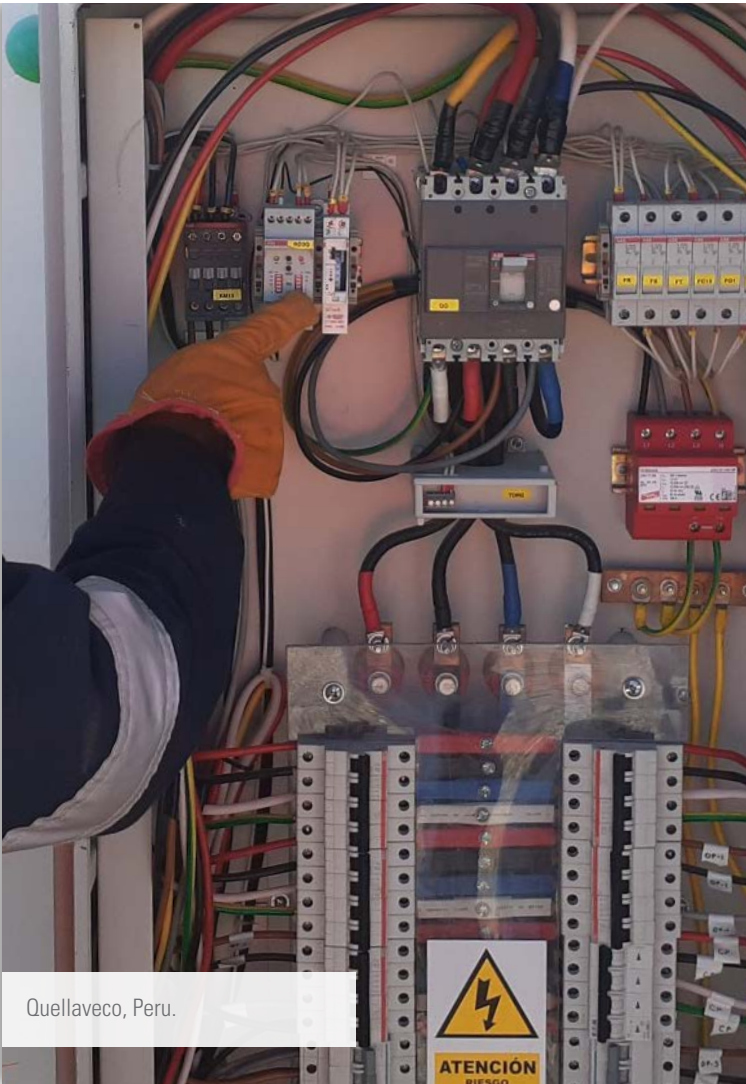
**Daniel Sosa,**

Mechanical Engineer, Steel Services, TECSEI, Argentina.





Steel Services, Argentina.





## Water and effluents

### Water

The company actively encourages the optimization of water use throughout the stages of a project, from start to finish. This includes measuring consumption and applying good practices to ensure responsible use. For projects developed in urbanized areas, water is taken from local networks, whereas in rural areas, the water can be sourced from the customer, provided that this has been approved at environmental level, or piped in from surface or groundwater sources, after all the corresponding authorizations have been granted.

The analysis of water use according to project type, whether open, involving laying pipelines and building infrastructure, or closed (plants), shows that it is a vital resource for all the projects carried out by the company.

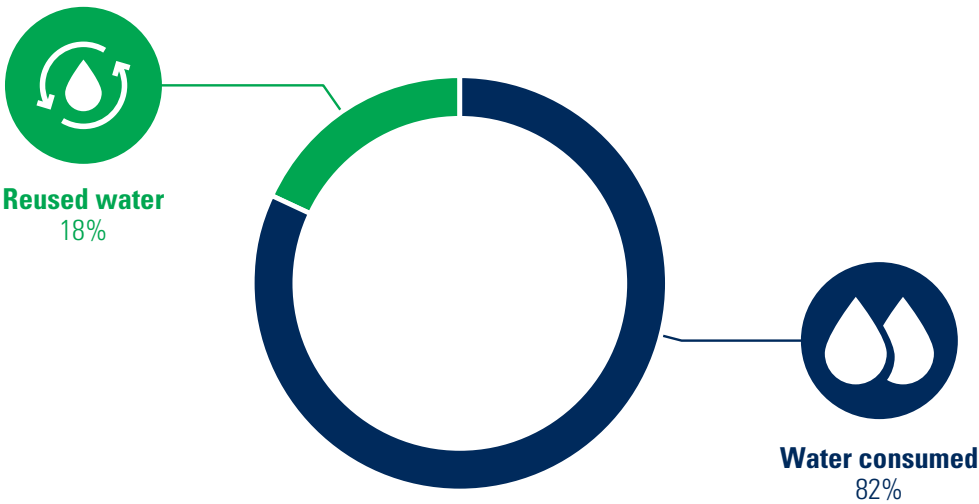
Techint E&C has integrated preventive measures into all project development phases to preserve this resource and ensure rational water use.

**Activities common to all projects requiring water use include:**

- Supply for camps and workrooms, mainly kitchens and living facilities.
- Irrigating workplaces and roads to mitigate the dispersion of dust into the atmosphere.
- Irrigating during digging work.
- Cleaning materials and facilities.
- Washing facilities for vehicles and machinery at fixed company facilities (e.g., TEPAM Machine Park).
- On-site concrete-mixing plants.
- Cooling processes.
- Hydrostatic testing.

### WATER CONSUMPTION 2021

%



Each project logs the monthly amounts of water consumed and reused as part of the data collected to draw up the environmental indicators managed at company level. The data includes information about water sources, use, and disposal.

### Effluents

The Company runs specific management plans at all the projects with effluent treatment plants.

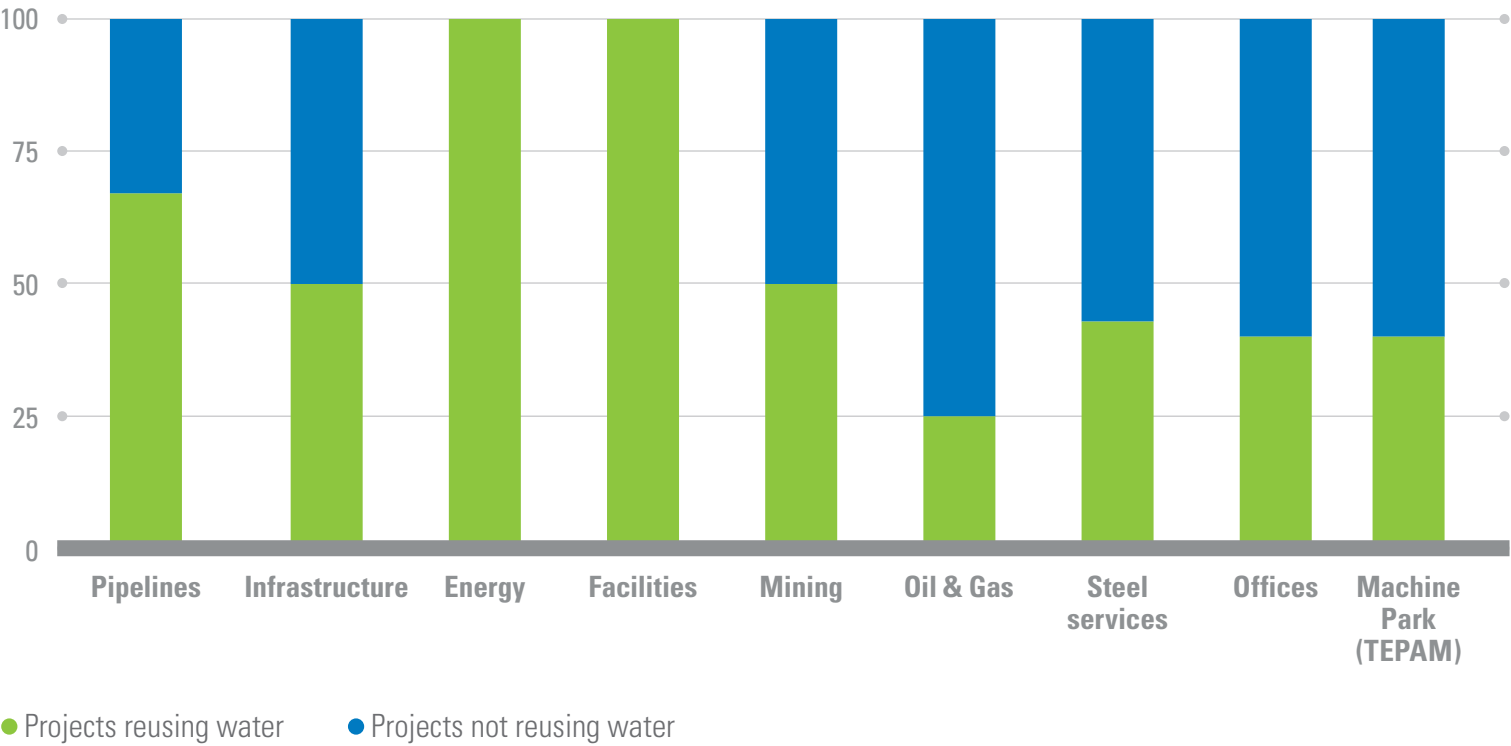
It designs and manages actions to monitor environmental variables (air, water and soil) and ensures compliance with discharge regulations and other requirements enshrined in applicable legislation and detailed in the operations permits issued. Sites requiring portable restroom facilities are supplied by authorized providers.

“  
At Shushufindi, Ecuador, we’ve set up a rainwater catchment system which we use for irrigation, general cleaning tasks, and supplying our washroom facilities.

**Eduardo Sangoquiza,**  
Environmental Coordinator.



**WATER REUSE BY SEGMENT**  
% OF PROJECTS REUSING WATER



**Liquid effluents arising from water use may include:**

- Gray water, from kitchens and dining rooms.
- Black water from sewage effluents. These effluents are discharged into the main sewage network (mainly for projects located in urbanized areas), or are disposed of in septic tanks, or treatment plants.

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

**MINIMIZATION**

Awareness-raising, training and water care campaigns. This motivational approach includes contests and educational activities carried out at community level.

**REUSE**

Water used in concrete-making processes, equipment and vehicle washing, hydraulic testing, as well as from the effluent treatment plant, and rainwater, can be reused, subject to monitoring and testing to evaluate its quality and guarantee its suitability for use.

**RECOVERY**

Rainwater is collected to irrigate green spaces, as well as for cleaning the worksite, workshops and offices.

**ALTERNATIVE PROPOSALS FOR EFFLUENT TREATMENT**

This includes the construction of artificial wetlands.

**80%**  
**OF THE WATER USED TO CLEAN MACHINERY IS RECOVERED AT THE MACHINE PARK IN CHILE AND USED TO IRRIGATE GREEN SPACES.**

# 100%

OF THE EFFLUENTS PRODUCED AT THE RESIDUAL WATER TREATMENT PLANTS ARE USED TO IRRIGATE ACCESS ROADS AND INTERNAL WORK AREAS AT THE SITE.



## Biodiversity

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

To reduce these impacts, action is taken at each project to foster good practices aimed at ensuring the best possible preservation and conservation of flora and fauna. The preventive measures are defined in the early stages of planning in tandem with the analysis of the main environmental documents. Specific actions are detailed for each phase of the project beginning with the initial surveys and topography, through engineering, installation, construction, operation and maintenance, to decommissioning and infrastructure removal, ending with the closure and demobilization stages.

### **In 2021, the company carried out the following preservation actions:**

- Surveys to identify protected and/or vulnerable sectors in the areas directly affected by projects.
- Implementation of specific conservation and preservation plans.
- Wildlife training to develop sighting, rescue, relocation and monitoring skills.
- Formation of corridors and wildlife passages and the creation of buffer zones.
- Diagnosis of affected areas, recovery plans and final restoration.





Shushufindi field, Ecuador.



Machine Park (TEPAM), Peru.



Jaguaririca II, Brazil.



“

At Quellaveco, our aim is to restore the areas where work was carried out to ensure these are stable in biophysical terms, as similar as possible to their original state and sustainable over time.

**Johnny Arthur Huamán Chávez,**  
Chief of Environment.



42

**SPECIES RECOVERED,  
INCLUDING BIRDS,  
MAMMALS, REPTILES  
AND FISH, AT THE  
AUCA FIELD IN  
ECUADOR.**

## Environmental costs

### Activities and costs

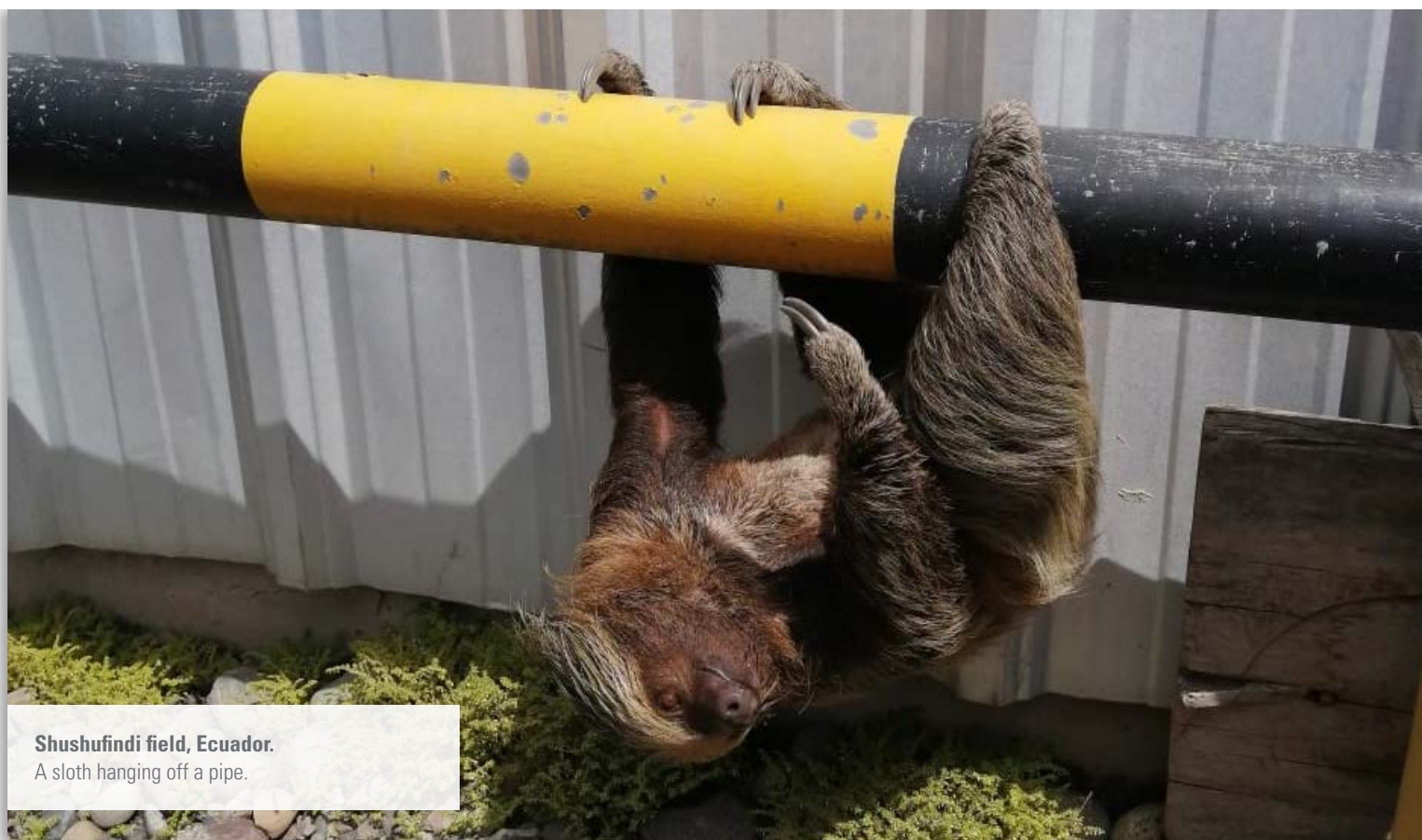
All project-associated environmental costs are taken into account during planning, from the tendering stage to demobilization and closure.

### The main aspects typically included in the different stages of the development of a work are:

- Baseline, complementary and specific environmental studies, according to needs.
- Comprehensive waste management and associated logistics.
- Installations and maintenance of effluent treatment plants and sanitation services.

- Environmental monitoring.
- Preparation for environmental contingencies.
- Management together with the community.
- Installation and maintenance of a water treatment plant.
- Specific wildlife habitat plans such as rescuing flora and fauna, cultural heritage.
- Restoration and revegetation of affected areas.

During this period, the most representative costs were distributed as follows: 50% for sanitation services and effluent treatment plants, 34% for integrated waste management, and 16% for drawing up contingency plans, environmental monitoring plans, studies and permits.



**Shushufindi field, Ecuador.**  
A sloth hanging off a pipe.

## Purpose

Techint E&C consistently incorporates environmental concerns into its planning with a focus on prevention, optimizing the management of different aspects and minimizing possible negative impacts. The company focuses on environmental care and the responsible and sustainable use of resources.

It also undertakes programs to reduce the discharge of effluents and solid waste by promoting 4R activities. At the same time, it seeks to improve operating methods and techniques with a view to reducing emissions, optimizing energy use, consumption and efficiency, to improve overall energy performance.

## Action plan

- Implementation of Energy Management System throughout the projects (ISO 50001:2018).
- Optimization of sustainable environmental management indicators, including new platforms to view data.
- Reduction of CO<sub>2</sub> emissions and greenhouse gases.
- Improvement of energy performance throughout projects, optimizing energy use, consumption and efficiency.
- Identification of opportunities to reduce water consumption and encourage reuse practices.
- Expansion of Integrated Waste Management Programs to foster a circular economy.
- Systematic actions to prevent waste creation and encourage reuse, with an impact on cost reduction related to temporary storage and final disposal.
- Strengthening local community involvement.
- Development of communication, education and training programs on energy and environmental management issues throughout the organization.



5

# Social development



Techint E&C actively encourages the development of its employees, whose input is key to knowledge building, providing them with tools to help create a preventive culture. The company is committed to development in the countries where it operates and undertakes actions to improve the well-being of the communities near its projects.

## **Training and development**

### **Employees**

Techint E&C has 21,472 employees around the world, including executive, managerial, technical, administrative staff and operational personnel. New hires are onboarded according to needs at different stages of the projects, which reflects the nature of the business. This feature also allows for job rotations, driven through different career development programs.

As common practice, the company prioritizes the hiring of staff from the communities where it carries out its projects.

In cases where there is a shortage of qualified labor, demand is covered with resources from other localities.

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

### **Professional development**

The company actively seeks to create workplace conditions that encourage creativity, teamwork, initiative and a sense of shared responsibility among employees.

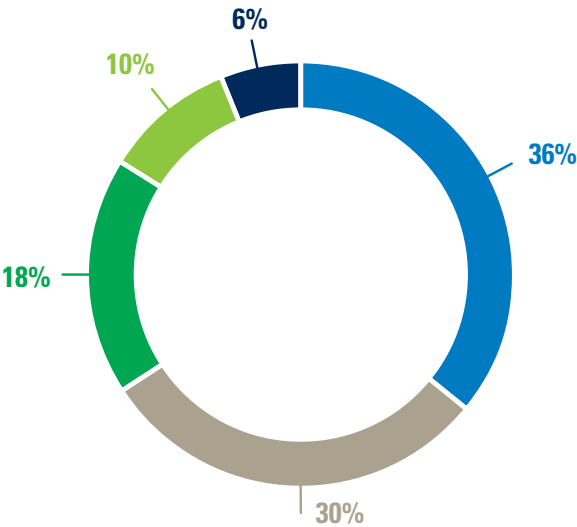
As part of its corporate philosophy, it guarantees equal treatment and opportunities for all those making up the work teams at its different projects.

In accordance with current legislation, company policies and procedures, workers may organize themselves freely, enjoying freedom of association and the right to collective bargaining. Techint E&C's Compensation Policy seeks to guarantee internal equity and external competitiveness, regardless of gender.

### **Human resources development**

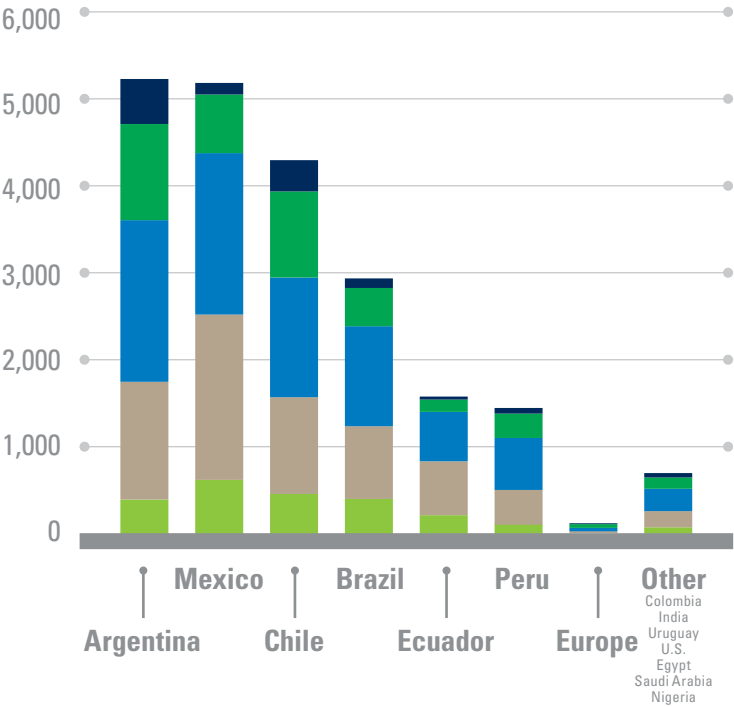
Techint E&C's professional development programs are designed and continually improved to accompany employees on their path of self-development.

**GLOBAL AGE RANGE**  
IN %



● Under 26 years    ● Between 26 and 34 years    ● Between 35 and 45 years    ● Between 46 and 55 years    ● Over 55 years

**AGE RANGE BY COUNTRIES**  
(IN THOUSANDS OF PEOPLE)



The idea is to ensure that they are ready to take advantage of opportunities that make the most of their potential, within the scope of the positions required by the business.

**Young Professionals program**

This is a key program aimed at the development of future executives at senior management levels. It accompanies young people during their first years in the company to help them acquire a global vision of the business. Academic skills are complemented by technical and managerial training so they can fulfill their potential. For more information, [click here](#).

**People Review Process**

Techint E&C uses a diagnostic tool to project job position needs and ensure the company has adequate personnel to meet current and future needs in qualitative and quantitative terms. Individual career development plans are tailored for employees with potential.

**Internal Job Posting Process**

Employees are encouraged to apply for positions through the internal Job Posting facility as part of internal talent searches. This gives them broader access to the opportunities available in the company and is also a way for them to express and track their professional growth expectations.

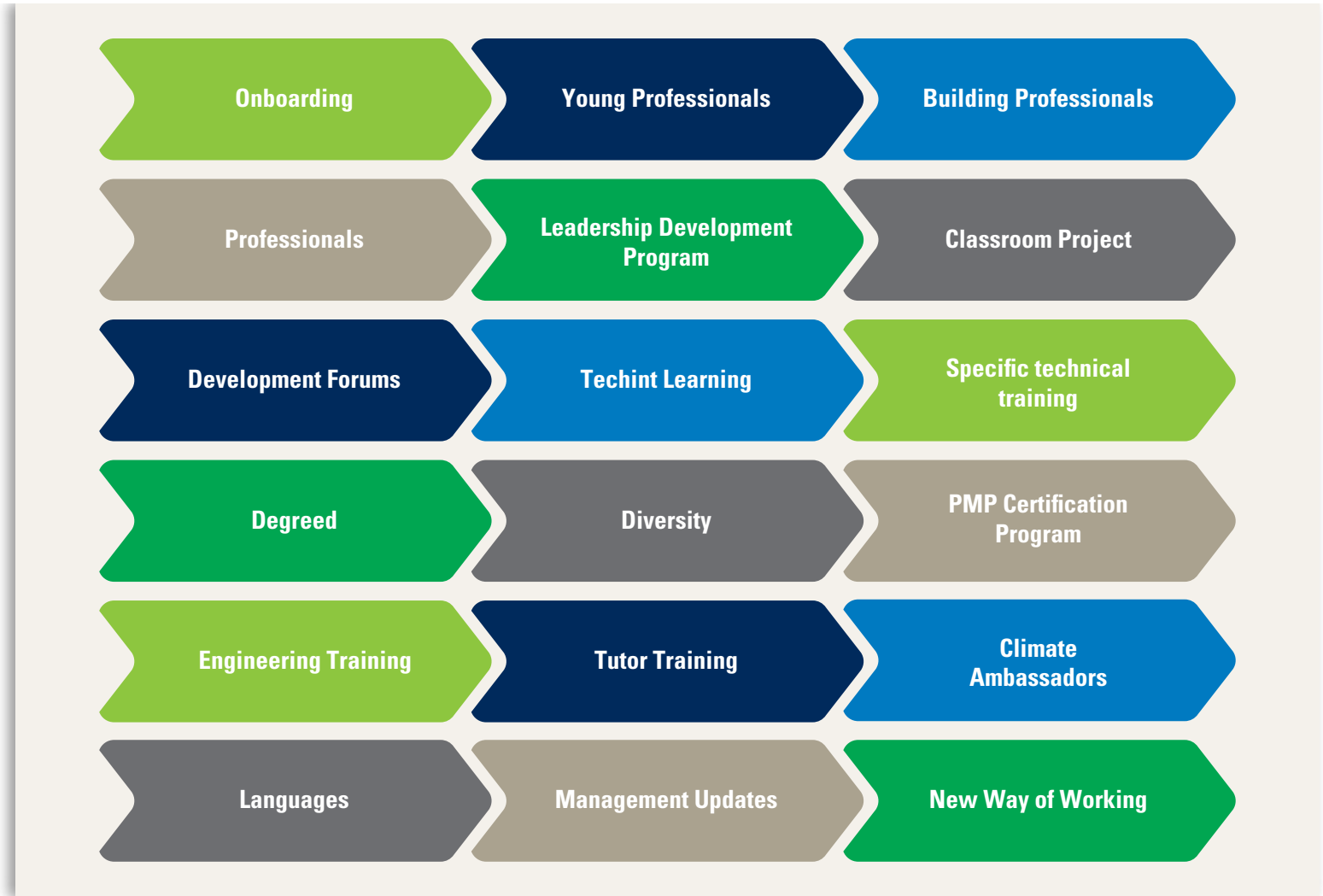
**Performance Management Process**

The process seeks to measure the contributions made by all employees to achieving the company’s objectives by analyzing each person’s particular goals, skills and achievements. The process takes place twice a year for young professionals and yearly for other employees.

There are several stages involved in the process, including a half-term review of objectives, self-evaluation and evaluation instances, as well as feedback before uploading the next year’s objectives. A personnel benchmarking process is carried out by the Evaluation Committee, where managers and directors from the different areas adjust or validate evaluations through consensus.



MAIN TRAINING PROGRAMS



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

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

Training program

Techint E&C encourages its employees to pursue their career development by offering advanced professional training

programs on cultural and management issues, as well as technical knowledge about the business and its processes.

TWO MAIN TRAINING AXES:

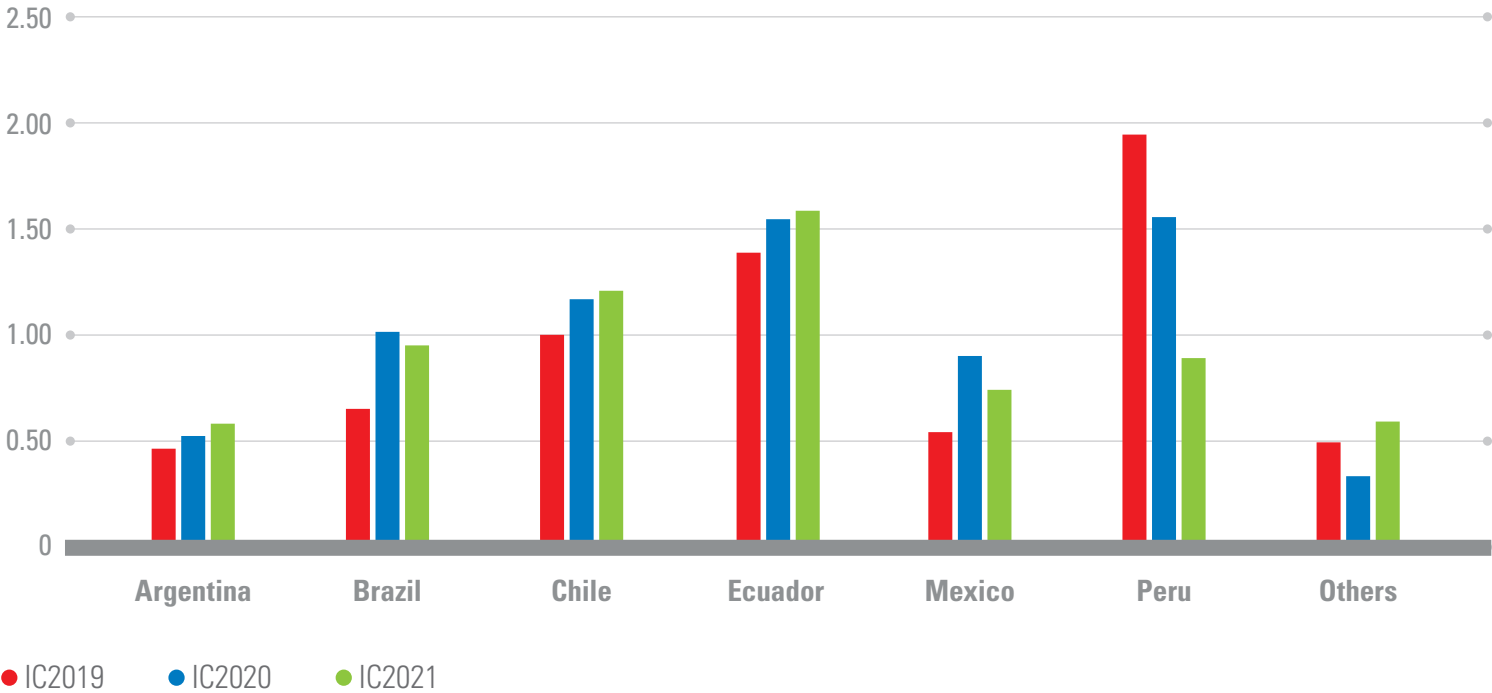
- Technical training
- Management training

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

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

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

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



**Preventive culture**

In the last few years, the company has boosted its Training and Professional Development Plan on Quality, Safety Health and Environment (QHSE) to raise awareness and strengthen leadership. All new hires take part in a QHSE induction course when joining the company.

During the onboarding phase, employees are encouraged to take further training programs according to the skills sets required for their post and the risks associated with the activities at each project.

367,630  
QHSE TRAINING  
HOURS.

Training courses are held regularly to maintain a strong awareness of health and safety issues, and keep people informed and up-to-date with the scope and implications of preventive standards.

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

**Towards a new way of working**

This is a new, company-wide drive which was launched in 2020 in the midst of the COVID-19 pandemic to help people find a better work-life balance and develop an integrated approach to work.



**Quellaveco, Peru.**  
Prevention games as a way of achieving zero deviations.





Leadership Development Program, Argentina.

During 2021, work continued on the different axes making up the program:

- Improving agenda and priority management.
- Encouraging the adoption of new technologies.
- Promoting a more collaborative environment.
- Supporting an innovative and entrepreneurial mind-set.
- Strengthening the responsibility of employees in new work settings.
- Facilitating and encouraging the adoption of agile decision-making skills.
- Reinforcing a culture that supports constant and frequent feedback.

- Stimulating leadership skills based on active listening and empathy.
- Promoting healthy behaviors aimed at the well-being of all team members.

As a way of providing employees with tools and know-how to enhance management and collaboration, a series of webinars was held for 754 employees from Argentina, Chile, Colombia, Italy, Mexico, Peru, Spain and Uruguay.

### Managing the work climate

Techint E&C is convinced that good management is conducive to overall well-being and boosts employee commitment, bringing about greater productivity and quality work.

This is a continuous process involving annual benchmarking, where results are analyzed, shared and used as input to improve people's lives at work.

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

The surveys are open to all salaried employees with a seniority of more than three months, and are both voluntary and confidential.





Building vertical hanging gardens in the Greater Sao Paulo community, Brazil.

The results provide vital information for company policy-making and lead to actions designed to improve the workplace climate.

**The recent surveys have given rise to a range of programs which tackle some of the most relevant workplace climate issues.**

#### **Work Climate Ambassadors Program**

Referents have been appointed by area to monitor the way in which the climate in each sector is managed, and provide follow-up to the actions defined.

Other responsibilities include polling and recording employee queries and needs. The idea is to think through and implement actions for improvement together with Human Resources and the management of the area. So far, 94 ambassadors have been appointed in the different regions and trained in climate management skills.

#### **Flexibility Program**

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

#### **Gender Diversity**

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

The policy places the emphasis on equity and inclusion to ensure men and women are treated alike, and has managed to reduce some of the main gaps. The results have been reflected in an improvement in indicators.

Focusing on parenthood, paternity and adoption leave were increased to seven consecutive days in those countries offering less leave time. Breastfeeding rooms are also available at all offices to offer new mothers more comfort on their return to work.

**Personnel surveys**

At the end of 2020, Techint E&C carried out a Pulse Survey using the Glint platform to obtain high quality data. It uses modern methodologies complemented by technology to integrate with the company’s own systems and provide a more agile and user-friendly experience.

In December 2021, the Employee Opinion Survey was rolled out, a deeper dive into the issues surrounding engagement, providing valuable data to be compared with the earlier Pulse Survey.

The objective for 2022 is to share the results of this survey with all employees from management downwards, and develop specific action plans tailored to meet the needs of each sector and fulfil the company’s objectives worldwide.

**Community relations**

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

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

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

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

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

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

With education as a pillar of social development, the Techint Group’s Community Relations area deploys a range of different programs designed, for the most part, to strengthen technical education at primary, secondary and tertiary level.

**Roberto Rocca Technical Gene**

The Technical Gene program provides schools with infrastructure and equipment, as well as teacher training and on-the-job internships for high-school students, leveraging the practices and concepts of project-based teaching and learning.

Thanks to a contribution from the Fundación Hermanos Agustín y Enrique Rocca, work began to build a technological classroom equipped with computers and audiovisual materials to enable hybrid teaching methods and improve student experience as well as general security conditions at a technical school in San Nicolás.

“  
This kind of support  
not only benefits us,  
but enhances the  
efforts our parents  
make to educate us,  
encouraging us to  
follow our dreams.

**Brenda Lizet Santoyo Oropeza,**  
Roberto Rocca scholarship recipient and ESIME student, from the Azcapotzalco Unit, Mexico.

**Roberto Rocca Scholarships**

Launched in 1976 in Argentina, the Roberto Rocca Scholarships program was initially designed to benefit the children of Techint E&C workers. As time drew on, the offer was extended to other students living in communities neighboring the Group’s companies.

The program is designed to encourage academic achievement and inspire commitment among high-school students aimed particularly at promoting the study of applied science and engineering among undergraduate and graduate students.

Last year, the candidate selection process was expanded to include socio-economic criteria when evaluating high-school and college applicants. The objective is to direct efforts towards those experiencing economic difficulties.





Award of Roberto Rocca Scholarships,  
Sucumbíos, Ecuador.

In 2021, 120 high-school and 277 university scholarships were awarded. 259 went to Argentine candidates, with the support of the Fundación Hermanos Agustín y Enrique Rocca, 62 in Mexico, and 7 in Brazil. For the first time, 50 scholarships were awarded in Ecuador, 11 in Chile and 8 in Peru.

### **Scholarships for high-school students, channeled through Fundación Cimientos**

The company works with the NGO Fundación Cimientos, granting scholarships to enable young people from vulnerable backgrounds to access higher education. Young people supported by the foundation receive financial support and assistance for their schooling.

In 2021, 10 scholarships were awarded in Argentina and 4 in Uruguay, on behalf of Techint E&C.

#### **Other actions carried out in 2021:**

- In Gral. Pacheco, Argentina, a lab classroom was built and equipped at a secondary school, while a classroom in a primary school in a low-income area was retrofitted.
- In Ecuador and Peru, the company continued to support healthcare entities in the aftermath of the COVID-19 crisis, donating medical supplies and equipment to two hospitals in Ecuador and three in Peru.

- In Aruja, in Brazil, a group of Machine Park (TEPAM) employees organized a schools day to plant hanging gardens and paint murals on walls throughout the city.
- The “Solidarity Christmas” campaign was rolled out in different regions of Brazil, where food was distributed in the different communities where the company is present, based on employee donations.



**Preventive culture**

**Integrated Management System (IMS)**

The company works to foster a preventive culture as a fundamental value in the workplace and as part of people’s lives. Its firm commitment to reaching the global “zero deviation” goal is enshrined in its Management Policy. Work to achieve this objective takes shape through the IMS, which springs from the permanent evolution of the company’s preventive philosophy.

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

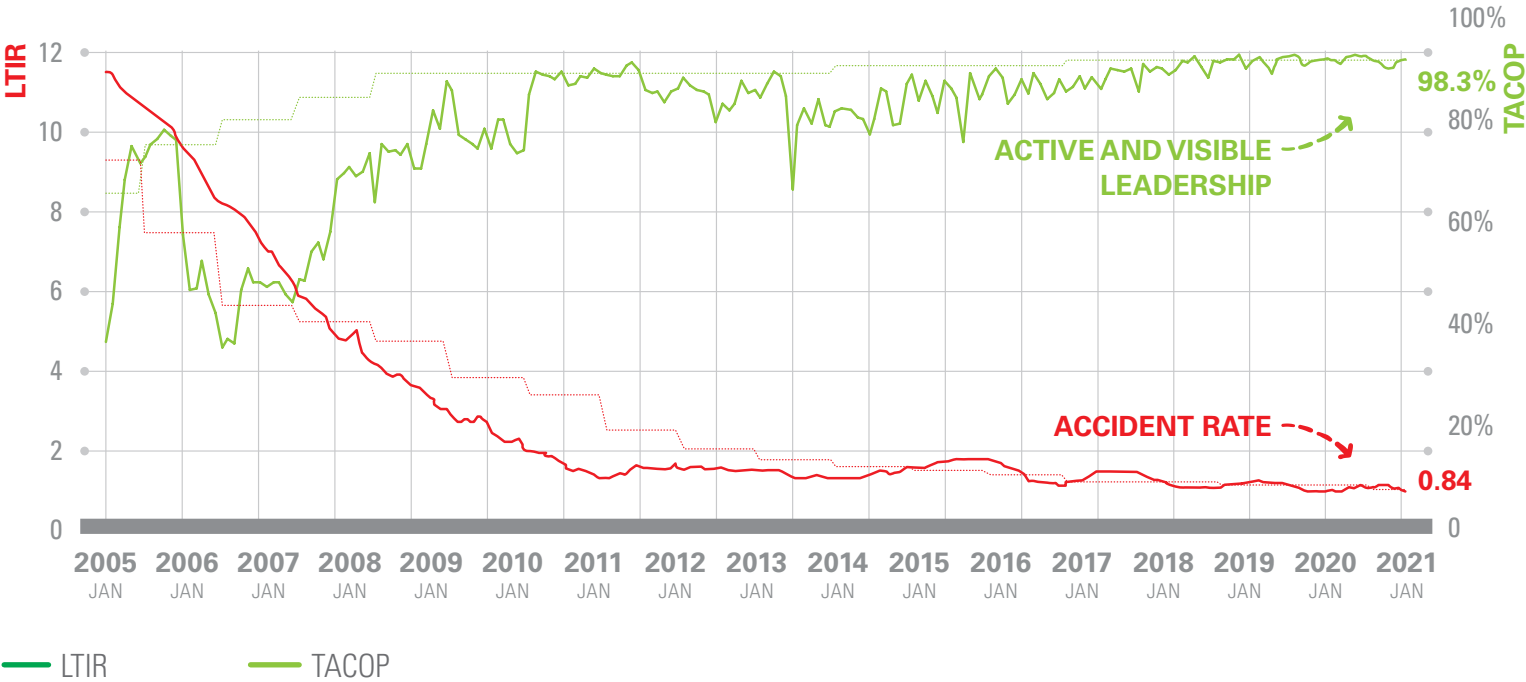
- The LTIFR Index (number of accidents with lost days, based on labor-hours worked) has fallen considerably since 2005.
- The LTIFR fell by 7% compared to 2020.
- Compliance with prevention activities by operational leaders has increased substantially.

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

The “zero deviation” goal set for each financial year is also a slogan to inspire employees in their daily work.

During 2021, Techint E&C once again confirmed its active and visible leadership in the area of prevention, showing a continued focus on what matters most to the company.

**PREVENTION PERFORMANCE**  
CONTROL PANEL FOR PREVENTIVE OPERATING ACTIVITIES



**TACOP:** Control Panel for Preventive Operating Activities (monthly value).  
**LTIR:** Lost Time Incident Rate (number of lost work days divided by labor hours worked) x 1,000,000 - Period: rolling year (last 12 months).

Its priorities include people’s health and safety, respect for the environment, the development of resources, as well as the concept of providing value to shareholders, partners, customers, suppliers, employees and the communities where it works.

**In each of its projects and services, the company’s preventive management strategy is visible in these areas:**

- Visible and explicit commitment of company leaders to prevention.
- Exercise of line responsibility.

- Focus on people and their behavior.
- Efficient management of deviations.
- Continuous learning.
- Teamwork.

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

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

The Review stage in the IMS is a constant exercise in improvement, as seen in the accident and incident indicators.

As part of its commitment to continuous improvement, the company upholds qualities such as a critical approach and the observance of corporate values, which are the mainstay of business continuity.



## INTEGRATED MANAGEMENT SYSTEM - IMS



### Participatory occupational health

When employees join Techint E&C, they undergo various medical examinations to evaluate their physical fitness for the performance of their tasks. In addition to this, they receive training in occupational health, participate in campaigns and are trained in Medical Emergencies, CPR and First Aid. In each project, Voluntary Prevention Groups are set up as teams, receiving specific training to act in emergencies.

The projects each have Medical Service facilities of varying complexity and a Medical Surveillance Program. This ensures that employees with pre-existing pathologies can be assigned ongoing treatment and are fit to carry out appropriate tasks commensurate with their abilities.

The company routinely monitors the environment and working context at its worksites to evaluate physical, chemical and biological risks, and those which could endanger people's psychosocial and ergonomic health. It measures specific parameters to protect employee health as people go about their activities, seeking to prevent the appearance of different pathologies, to not aggravate existing pathologies, and ensure general well-being.

In response to the challenges posed by the pandemic, Techint E&C set up a COVID-19 Follow-up Committee, with Medical Services representatives from each project and other company officials. Following on from the preventive recommendations made at national level in each country, the company communicated the appropriate preventive measures to its employees as well as company-wide recommendations.

During

# 2021

AS IN THE PREVIOUS YEAR, SAFEGUARDING PEOPLE'S HEALTH WAS A PRIORITY FOR TECHINT E&C, AND THIS CONTINUES TO BE A MAJOR CHALLENGE.

PREVENTIVE MANAGEMENT PLANS



OPERATIONAL PREVENTION TOOLS





**Parnaíba V, Brazil.**  
Preventive medical check-ups.

New guidelines and protocols were issued to manage the pandemic and health emergency, enabling specific rules to be drawn up so that people could carry out their activities. These took into consideration aspects such as how to prepare the workplace, carry out different tasks, and manage people's exposure to risk in this context. All activities were fully planned according to the preventive measures defined by the COVID-19 Follow-up Committee and the QHSE department.

This new approach gave rise to an innovative way of tackling health, as the need to protect those with pre-existing or chronic illnesses meant additional measures to safeguard the most vulnerable from infection.

### Health and well-being

The company continues to work on the early identification and management of health risks to minimize their impact. The key objective is to strengthen prevention, through actions such as healthy lifestyle campaigns and a participatory approach to occupational health management.

#### Participatory occupational health focuses on the following areas:

- Extension of the Ergonomics Program implementation as applied to tasks.
- Optimization/review of medical examination protocols according to job position.
- Consideration of psychosocial risk factors.
- Implementation of participatory occupational health management.
- Healthy lifestyle campaigns and physical activity programs.
- Nutritional Plan - Food Hygiene. Optimization of medical surveillance programs.
- Preventive work observations in the area of occupational health.
- Health and wellness training.
- Consolidation of the Program analyzing the Problematic Consumption of Psychoactive Substances which affect the workplace.
- Incorporation of health management indicators in automated reports.



Occupational health in numbers



**+30,500**

**Medical appointments,**  
to foster better  
employee health.



**+18,700**

**Toxicological exams,**  
to foster a drug and  
alcohol-free working  
environment.



**+9,100**

**Vaccines applied (not  
including COVID-19 jabs),**  
promoting access to  
immunization programs.



**+32,100**

**Psycho-physical  
aptitude tests**  
for different tasks.



**+27,250**

**Preventive controls**  
for hazardous tasks.



**+750,000**

**Breathalyzer tests,**  
creating safe environments  
and supporting  
containment programs.



**+125,000**

**Body temperature tests**  
carried out as part of the  
preventive COVID-19 protocols.



**+800**

**People included**  
in preventive or  
follow-up programs.



Communications campaign for the COVID-19 vaccination drive.

### The new normal and the COVID-19 vaccination campaign:

Techint E&C focused its efforts on raising awareness and informing employees about the importance of getting the COVID-19 vaccine, while reinforcing its messages regarding self-care and respecting safety protocols to prevent the spread of the virus.

Work in this area included a comprehensive communication campaign which lasted throughout 2021. Videos, posters, email templates and articles were regularly circulated, as well as a series of documents produced in flip format: "Questions and answers about COVID-19 vaccination"; "Myths and realities about the COVID-19 vaccine", and "How do the COVID-19 vaccines work?" These initiatives were aimed at reinforcing concepts and busting myths that might prompt employees to consider not getting vaccinated.

In addition, a robust multi-platform communications strategy was deployed to roll out the campaign, on media such as WhatsApp, physical billboards, emails, articles published on the company's intranet, office screens and articles published on the web.

A series of internal articles entitled "COVID-19 in first person" was issued, showcasing testimonies from employees with first-hand experience of the disease, enabling the company as a whole to better understand the impact of the pandemic. As they told it, in some cases, a need to socialize outweighed the importance of respecting protocols, while in others, it was overconfidence or not taking preventive measures. The stories told of infections, hospitalizations and fears, but what came across most strongly in all of them were the importance of family values, the support offered by people's co-workers, and the care provided by the company's health personnel.

### Main measures defined by Techint E&C to safeguard employee health and safety, as well as that of contractors and suppliers:

- Reinforcement of hygiene and disinfection protocols for employees, including tools and work spaces.
- Mandatory use of facemask and 2-meter minimum safety distance. If this was not possible, the use of an additional face shield was incorporated.
- Spot temperature and symptom checks at workplace entry and exit points, both in offices and at projects.
- Implementation of immediate action protocol when symptoms were detected, and strict follow-up of cases.
- Delivery of health kits with personal protection and hygiene items to all employees, in accordance with the recommendations made by local authorities and health agencies.

2021: COVID-19 response management in numbers



+92,200

COVID-19 tests

performed on employees entering the workplace as well as on demand.



23,000

Employees and subcontractors

were monitored to ensure compliance with COVID-19 measures.



12,000

Training hours

provided to employees and contractors about COVID-19 preventive measures.



+3,000

Employees and subcontractors

were followed up by QHSE teams in all the countries where the company operates.



80

Meetings

held by the COVID-19 Medical Committee.

- Communication, training and active supervision to ensure compliance with the measures and to promote general healthcare awareness.
- At projects, teams were organized into cells as independent work groups with no contact with other groups.

Preventive measures were gradually modified and became more flexible as the pandemic evolved and local epidemiological conditions improved.

However, at the end of 2021, the appearance of the Omicron variant forced the company to review and update its preventive measures.

Vaccination campaigns

Techint E&C considers vaccination to be a public good in the interests of universal health, and one of the most cost-effective strategies for disease prevention and control. For this reason, it regularly holds annual vaccination campaigns, enabling free access to immunization for all employees.

The vaccination campaigns held in 2021 placed special emphasis on immunization against COVID-19.

Ergonomics with a gender perspective

Techint E&C's Integrated Ergonomics Plan is designed to prevent work-related musculoskeletal disorders, periodically identifying and surveying risk factors and exposed body parts.



Ergonomic risk matrices and ergographs are drawn up for each task to show the full range of characteristics particular to the activity. This enables the appropriate corrective measures to be implemented and specific recommendations to be defined for each task.

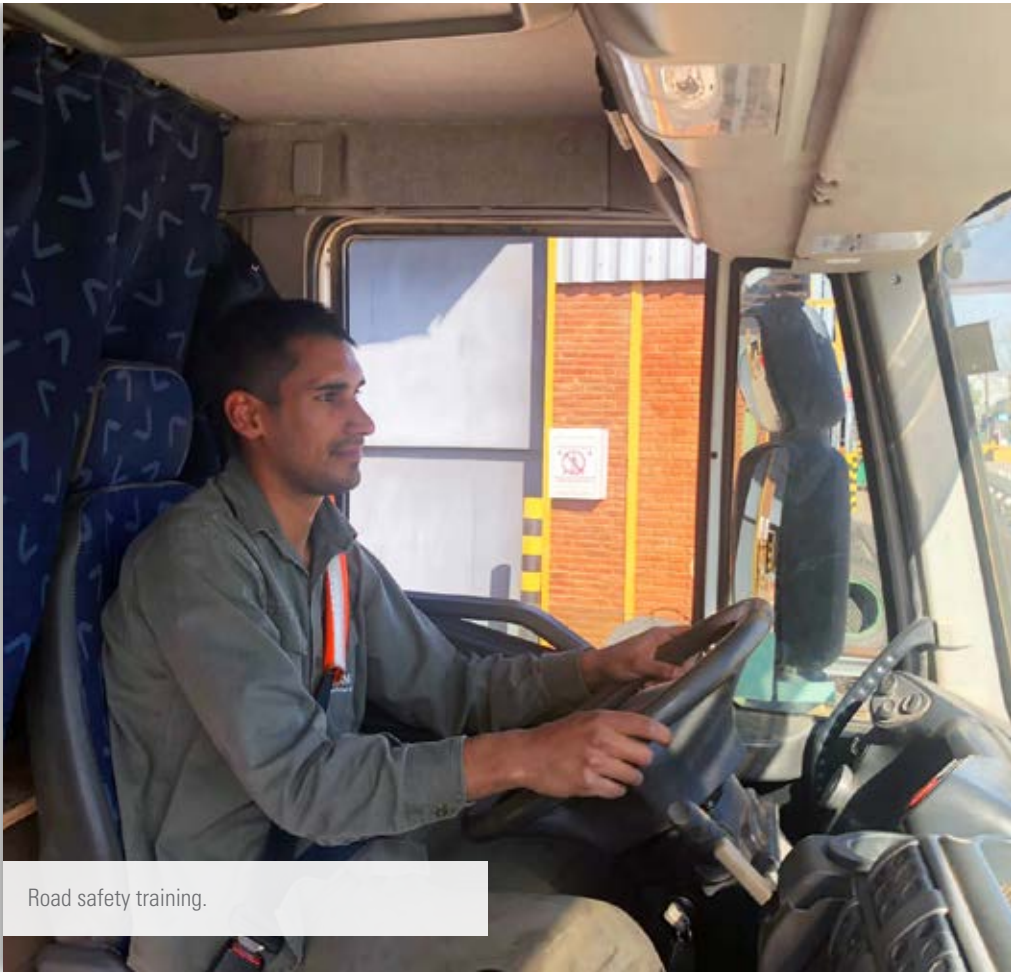
The ergonomic evaluation of workstations has had a positive impact on employee health as a whole, helping to achieve an improvement in the work environment.

During 2021, the Integrated Ergonomics Plan focused on ensuring tasks and evaluations were carried out with a gender perspective. The idea is to actively foster inclusion and access for women to positions usually held by men, leading to greater equity and better development opportunities.

**Psychosocial risks**

Part of Techint E&C’s new IMS contemplates a new preventive program focused on the psychosocial risks to which employees are exposed. Its objective is to identify, address and eventually change those organizational, social and environmental situations likely to affect people’s well-being and the work climate in general.

At the projects under way in Ecuador, the company performed measurements and surveys to examine a wide range of aspects relating to leadership, skills development, organization at work, and work and emotional stability, among others, with a view to carrying out actions designed to promote healthier working environments.



**Other campaigns and activities**

**Internal Road Safety campaigns**

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

For Techint E&C, road safety is vitally important, as every day, long distances are traveled transporting materials, equipment, supplies, but most importantly, people.

Furthermore, projects tend to be developed in complex environments: in remote locations and altitudes, where roads are in poor condition, affected by snow or loose animals, as well as frequent interaction with the local community.

Although these conditions combine to make road safety more complex, they are not an obstacle when it comes to addressing the issue with the rigor it deserves.

Control devices have been implemented to determine driver rest levels, and other technological improvements have been incorporated, such as collision avoidance systems. In addition, the company reinforced the functions of the Road Coordinator and Bus Leader, and formalized procedures for making Road Safety Observations.

Over the year, the company rolled out awareness and prevention campaigns to give greater visibility to this highly critical area in the company’s operations.



### Hand care campaigns

A large number of workplace accidents involve people's hands, a trend that continues even as the numbers of accidents fall. The challenge is to think about what people do with their hands both when using them, and when not, as carelessness or involuntary movement can expose them to danger and cause irreparable damage.

Hand are a sophisticated and complex structure of nerves, tendons, tissues and bones that work in a synchronized and precise manner, enabling all kinds of actions at every moment of people's lives, whether at work or elsewhere.

The company has thus prioritized awareness campaigns on hand care and safety throughout its different projects.

### XXIII Workshop on Quality, Sustainability and Energy Performance, Safety and Health

In December 2021, the XXIII QHSE workshop was held for the first time in hybrid fashion, attended by a large online audience and in person by the corporate team at the company's headquarters in Argentina. The aim was to share the latest trends in the area of Quality, Health, Safety and Environment.

The workshop was a chance to present the programs currently under way, a move towards showing the company as increasingly sustainable, innovative and competitive. The slogan for the workshop was "Towards Sustainable Quality", and it embraced the concept of total quality throughout company processes as a pillar of its economic, social and environmental performance.

- 704 attendees at the four-day workshop
- 15 countries
- Customers and partners participated



In addition, during the year, several different committees met. There were: 12 Corporate Committee meetings, 11 Quality Committee meetings, 11 Sustainability and Energy Performance Committee meetings, and 11 Medical Committee meetings. Many of these involved employees from all geographic areas.

The meetings made it possible to create the right environment for debate, enabling people to define proposals for improvement, and prepare input for future action plans contemplating all aspects of QHSE work.

### Motivational plan

Techint E&C is developing guidelines for a Motivational Prevention Program to recognize those employees committed to complying with the company's Management Policy.

The program is aimed at encouraging and reinforcing proactive attitudes and behavior related to the prevention of accidents or incidents. The idea is to motivate all project personnel, whatever their level of responsibility, to play an active role in accident prevention and environmental protection.

During 2021, 53 employees were distinguished as Prevention Leaders by the company at the Monthly Committee meetings, and were also singled out for praise at the QHSE workshop.

The goal is to encourage individual and group responsibility for prevention throughout project activities. In addition, each project recognizes, on a monthly basis, employees who have shown exemplary preventive conduct.



Children in Action, in different countries.

### Drawing contest – Children in Action

The constant exploitation and destruction of the world's ecosystems is an incentive to reflect on the importance of caring for the planet and its resources. Thus, in 2021, the company launched its annual "Children in Action" drawing contest under the slogan "Sowing Awareness".

The contest is for children and grandchildren of Techint E&C employees, aged 5-12, and offers them an opportunity to share their messages and images about caring for the environment. This year, the QHSE Corporate Directorate asked the children taking part to explain what each one could do, wherever they might be, to look after the planet and promote the 4Rs: Reduce, Reuse, Recover, Recycle.



## Key prevention principles

Techint E&C disseminates its Key Prevention Principles to foster a safe working culture by implementing initiatives to encourage behaviors commensurate with worker health and safety.

### Prevention Rules

Techint E&C regularly disseminates its Ten Prevention Rules:

- 10 Rules that Save Lives
- 10 Rules that Mark Quality
- 10 Preventive Rules against COVID-19
- 10 Rules of Hand Care

## Commitment to the value chain

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

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

Firms supplying goods and services are subject to ongoing evaluation, which ensures a core of reliable and trustworthy entities able to uphold and promote ethical and responsible behavior throughout the value chain.

At its projects, the company takes into account different purchasing aspects, depending on the supplies and services required.



Los Bronces IV, Chile. Hand care campaign.

These aspects include the type of undertaking, legal requirements, the commitments assumed with its customers, and, fundamentally, the availability of supplies at the project location.

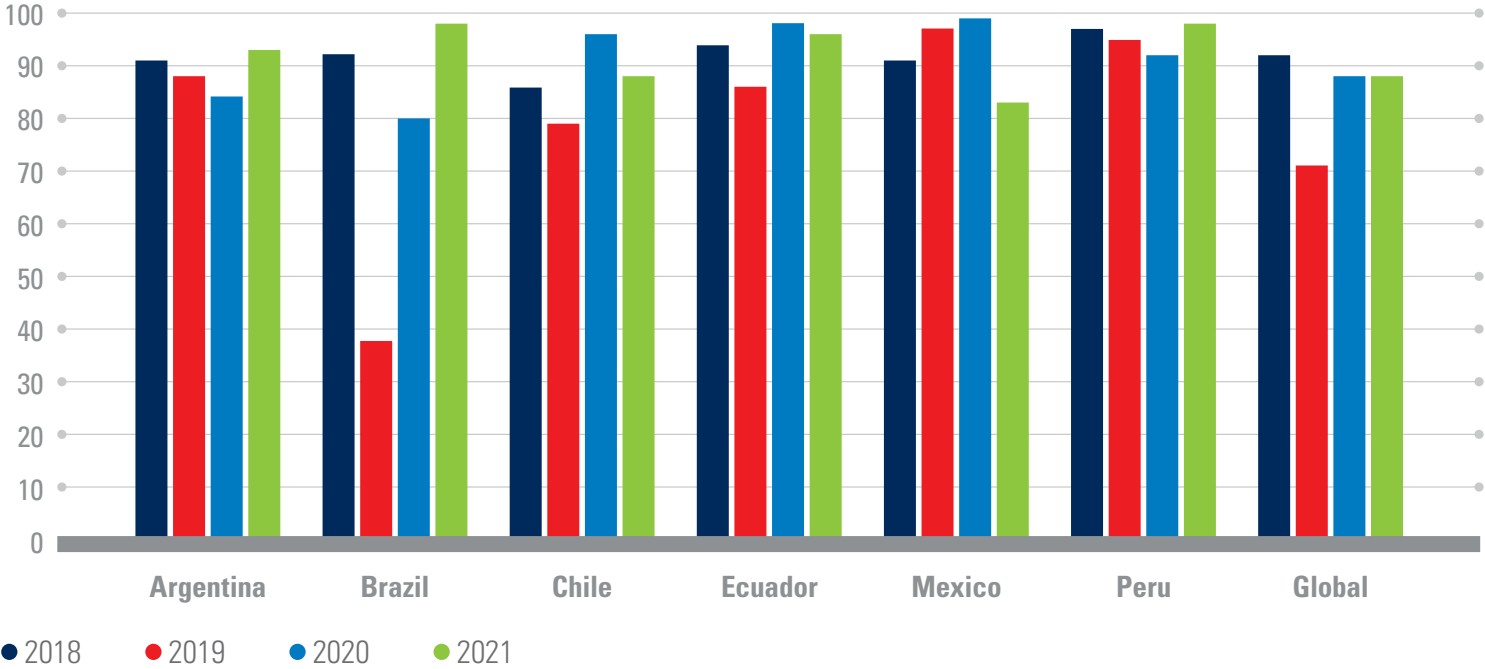
Based on its long-standing relationship with local suppliers in the countries where it operates, during 2021, Techint E&C continued with its Local Supplier Relations program to mitigate the impacts of the pandemic. It was thus able to guarantee supplies to its worksites, reduce logistics times, adapt safety protocols, maintain the payment chain, and other actions in order to continue operating.

### ProPymes

The Techint Group has a long-standing program in place to help its SME customers and suppliers as part of its value chain.

Its objective is to promote productive investment, help build SME export capacity and promote efficient import substitution. The ProPymes Program also seeks to foster know-how transfer and help large companies to develop relationships with their value chain as well as between the SMEs themselves.

**PROPORTION OF PURCHASES BOUGHT FROM LOCAL SUPPLIERS AT LOCATIONS WITH LARGE-SCALE OPERATIONS**  
%



**Customer satisfaction**

The measurement, evaluation and improvement of the company’s results as carried out by the QHSE department is viewed as fundamental input to close the continuous improvement cycle.

Customer satisfaction is a key aspect of these measures, aimed at achieving effective preventive management. Looking towards the future, emphasis is on the commitment to exceeding expectations thanks to efficient planning, execution and constant monitoring.

Performance benchmarking takes place in the form of Customer Satisfaction Surveys, while at project or service level, there is a Customer Satisfaction

Benchmarking Program which rolls out periodic surveys.

Results are followed up with an emphasis on key performance indicators. At corporate level, monitoring the customer satisfaction control panel reveals opportunities to improve as well as strengths and other observations to be taken into account.

It is worth noting that the Management System has its own procedures that provide a detailed description of the methodology involved in measuring, analyzing and monitoring performance from the customer’s perspective. This is carried out in line with the requirements established for each project or service.



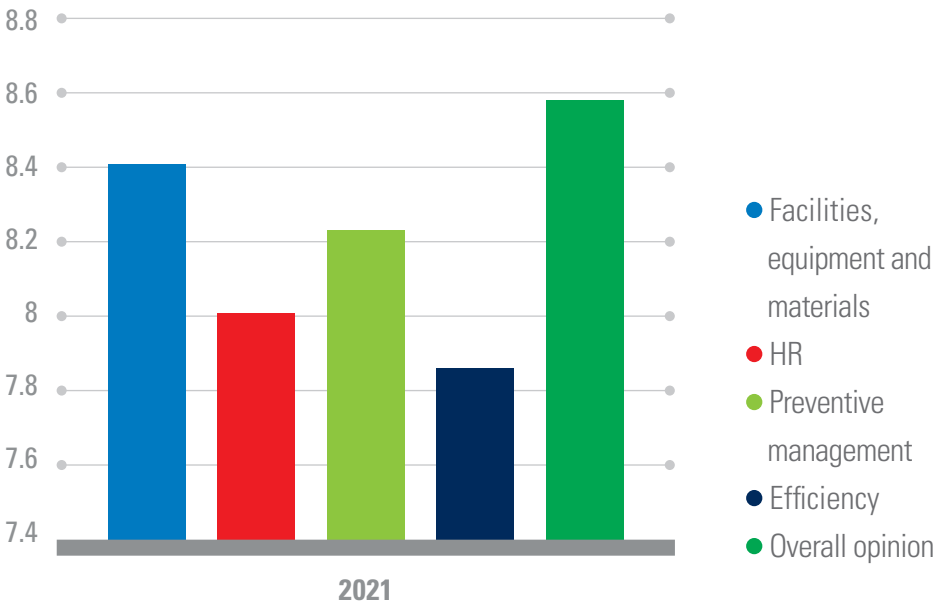
PROPORTION OF PURCHASES BOUGHT FROM LOCAL SUPPLIERS  
ACCORDING TO SUPPLY ITEM TYPE



Type of supply item	Proportion of purchasing from local suppliers	Variation vs. 2020
Fixed assets	84%	+10
Consumables	97%	+1
Project machinery and materials	78%	0
Services	98%	+6
Subcontracts	99%	0
Global	88%	+17

During 2021, the corporate goal was set at a demanding 90%. At global level, the results revealed a satisfaction rate of 82.6%.

ISSUES EVALUATED







**Los Bronces IV, Chile.**  
Activity with a focus on prevention.

The results obtained from the survey were analyzed and it was decided that items scoring less than 7 should be considered and managed as deviations, according to the Deviation Management Procedures. The other points were considered as falling within the satisfaction parameters, reaching 91% in 2021.

### Aspects highlighted by customers

The Management System organizes the evaluation process into five areas:

- Facilities, equipment and materials.
- Human resources.
- Preventive management.
- Efficiency.
- Overall opinion.

Progress in these areas is duly monitored and benchmarked, with special attention paid to the areas of facilities, equipment and materials, as well as to the integrated preventive management system.

The following aspects were singled out for praise by customers: objectivity and transparency regarding information, good planning, excellent supervision, problem-solving capabilities, professional standards, efficiency in meeting commitments and contractual compliance.

### Future challenges

Preventive management actions are aimed at broadening and deepening commitment to QHSE at all levels of the company.

### Objectives

- Have cross-sectoral, representative processes, and streamline all associated documentation.
- Monitor and evaluate performance throughout processes.
- Develop and measure the effectiveness of QHSE communication programs, education and training at the different levels of the organization, to ensure the skills necessary to sustainably achieve expected QHSE performance standards.
- Strengthen the QHSE performance benchmarking process through a comprehensive review of the process: definition, calculation, communication and auditing of functional indicators and associated objectives.



**Auca field, Ecuador.**  
Donation to the Orellana Hospital.

- Efficiently and sustainably implement the execution of operational prevention tools in all areas.
- Foster a deviation management culture, based on a unified approach to reporting, communication, investigation, improvement and learning methodology.
- Consolidate the preventive program for Risk Identification, Evaluation and Management in Operational and Labor Processes.
- Early identify and manage health risks to minimize their consequences.

#### Actions:

- Emphasis on the investigation and management of deviations and incidents with a high risk potential.
- Specific risk identification, evaluation and management training program.
- Further work on road safety, with an emphasis on people's behavior, complemented by new prevention awareness campaigns.
- Measurable and effective training program to improve the standard of employees' technical and professional skills.
- Focus on digital transformation to support preventive management.

# 53

EMPLOYEES WERE  
RECOGNIZED FOR THEIR  
WORK AS COMPANY  
PREVENTION LEADERS.



# 6 Sustainable quality



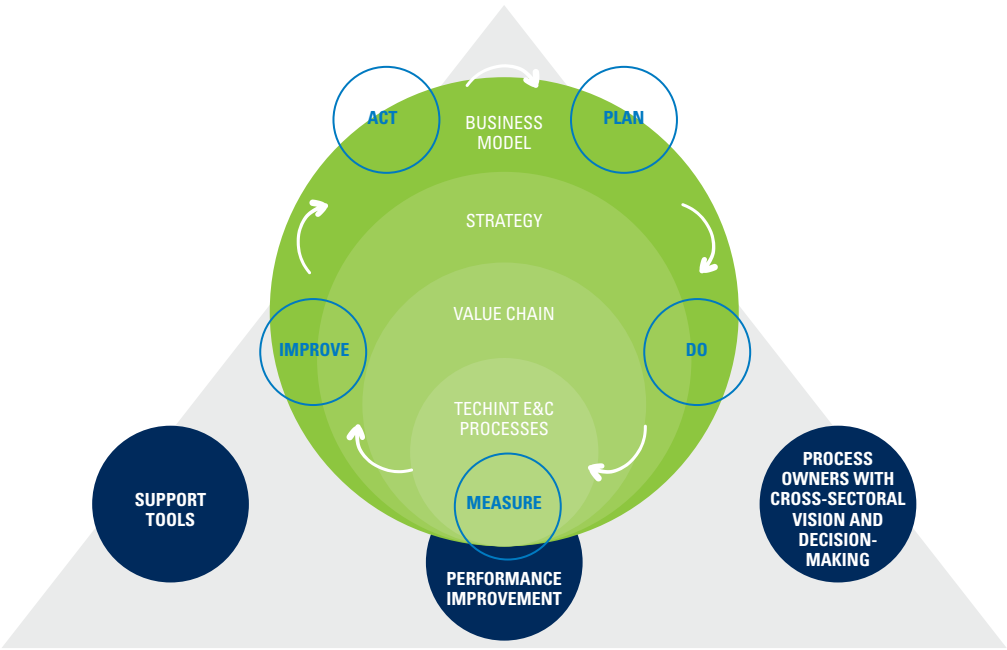


At Techint E&C, quality is one of the pillars of the Integrated Management System (IMS), both from a technical point of view, through exhaustive quality control, and from an administrative point of view, working to define, integrate and improve all processes.

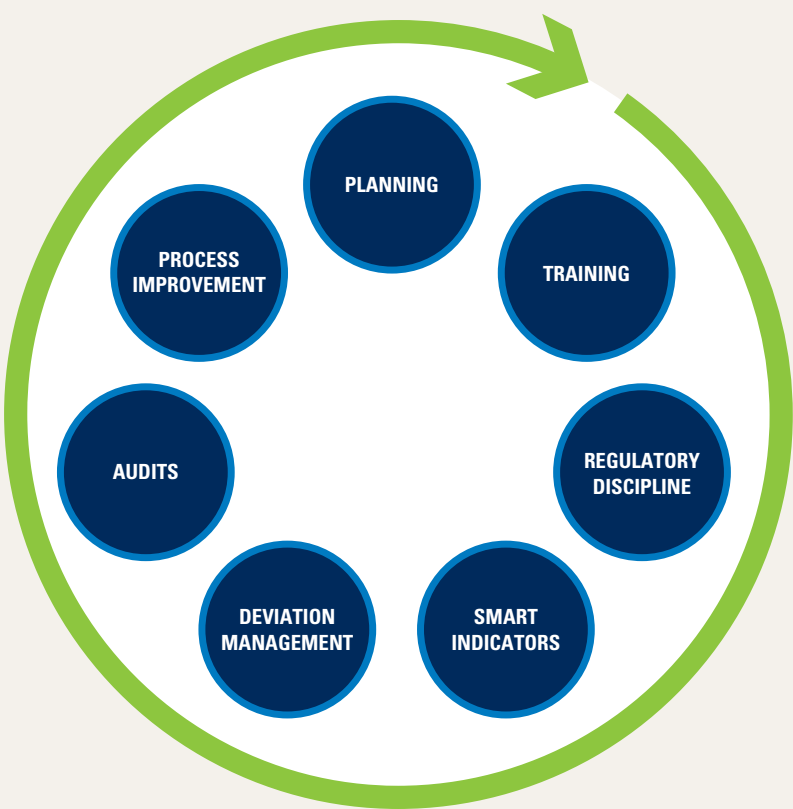
The overarching objective is “zero deviation” which seeks to develop an organization with a sustainable performance. In terms of quality, this involves the need to define and deploy company processes to maximize efficiency and minimize the use of resources. These efforts center on preventing re-working and defining specific results-oriented objectives for both the company and its stakeholders, especially customers.

Intrinsic to sustainable management is the ability to ensure the traceability of all activities, which involves identifying those responsible for each process and task.

**PROCESS MANAGEMENT**



**QUALITY MANAGEMENT**



The idea is to develop this approach on the basis of the availability and integrity of information, ensuring transparent results leading to the swift implementation of corrective action, achieving continuous improvement over time.

**Quality management**

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

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

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

**Quality control**

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

During 2021, work continued on the concept of “getting things right the first time around”, focused on identifying deviations in quality and quantifying their impacts, known as the “Costs of Non-Quality”. Here, the emphasis has been on investigating the findings, analyzing root causes and checking efficacy.

The statistical analysis of specific cases meant it was possible to determine which problems had the greatest impact in economic terms on Techint E&C’s projects. This enabled the application of the commensurate corrective or preventive actions. The process also allowed for actions with a direct impact on enhancing efficiency to be identified.

QUALITY CONTROL



The graph represents the interaction between Quality Control functions within the Quality Management Process, and the rest of the stakeholders.



## Quality for sustainable development

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

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

### Key objectives of digitization initiatives:

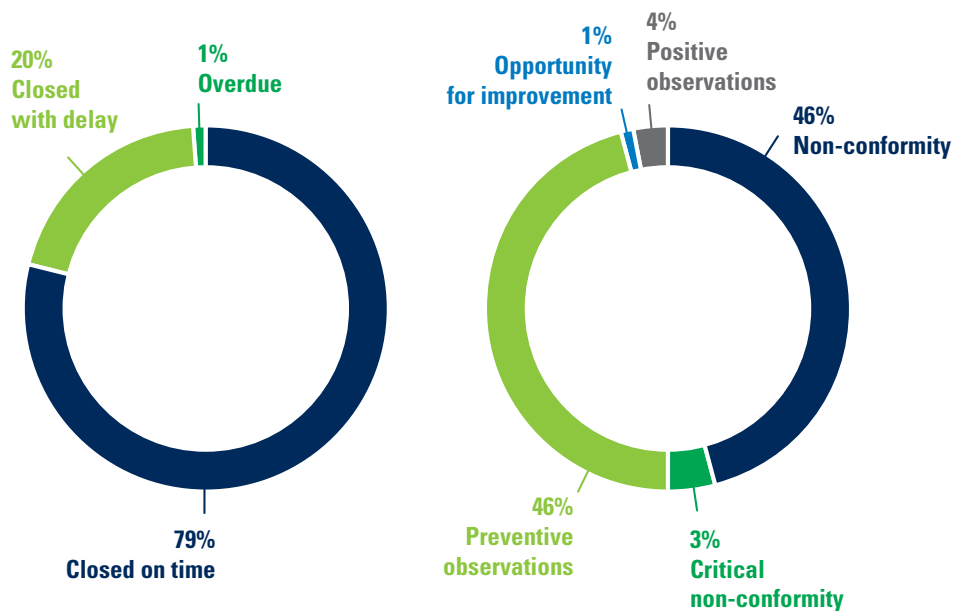
- Agility in processes.
- Error reduction for greater reliability.
- Online availability of results.
- Traceability of documentation.
- Personnel training.

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

### Other sustainable initiatives for Quality:

- Specific training in digital formats.
- Preventive in-field monitoring routines in digital format, available on mobile devices and integrated into the IMS.
- Digital tools for traceability in pipe welding.
- Development of a platform for deviation management.

## DEVIATIONS



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

## Performance development

The company is profoundly vested in the continuous improvement of its processes. Its Integrated Management System is founded on Quality as a core value, along with sustainability, safety, and occupational health, as part of its efforts to satisfy customer requirements. This dovetails with the search to be as eco-efficient as possible by optimizing the resources used to carry out projects. In fact, process optimization and the rational use of resources are priorities for sustainability, the reason why the company rigorously monitors operational performance indicators and pays special attention to the management of deviations which could undermine operational efficiency.

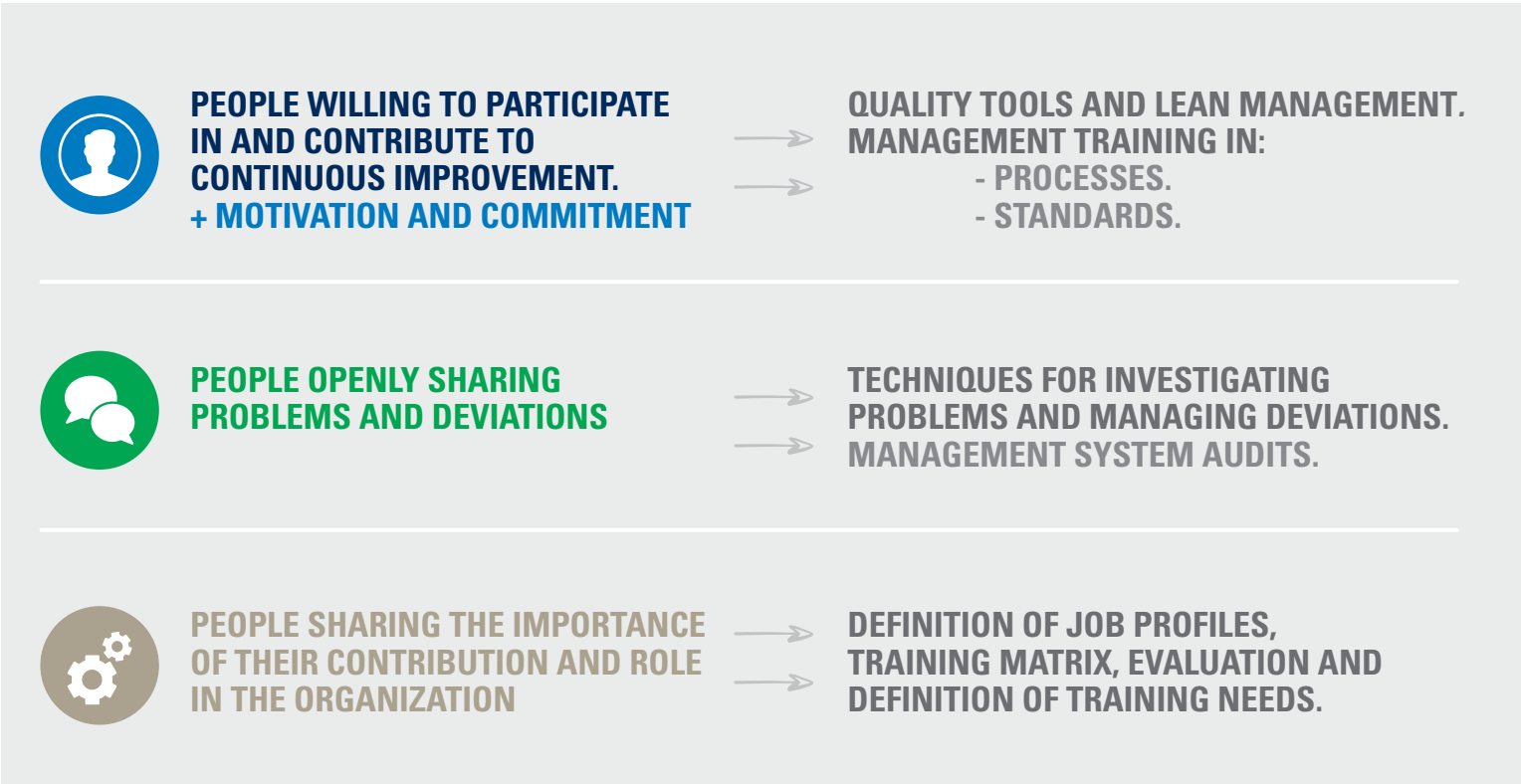
## Project performance evaluation

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

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

Work continued throughout 2021 to adapt the KPIs as part of the ongoing process to achieve improvements in the company's Project Performance Index (PPI).

KNOWLEDGE MANAGEMENT IN TERMS OF QUALITY



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

Knowledge management for quality

Cross-sectoral feedback for quality management contributes directly to the development of knowledge management at Techint E&C. The availability, completeness and clarity of the data gathered, as well as its relevance to the experiences obtained in the execution of each project, is regarded as being of critical importance.

ASME Certification

As part of the certification process guaranteeing that all services and products fully meet the requisite specifications and reference standards, the company continued with the process to qualify for ASME certification in Brazil, at the Parnaíba V project.

Furthermore, in line with to the ASME code, planning activities got under way to review the ASME corporate quality control manual for future certification processes.

A SHARED COMMITMENT



# 7 Ethics, the cornerstone of transparency in management





Transparency and integrity are core values for Techint E&C. For this reason, it has introduced a number of instruments enshrining its ethical principles and regulating relations between employees, contractors, suppliers, customers and other stakeholders.

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

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

### **Ethics and integrity**

The [Techint E&C Code of Conduct](#) has been in force since 2005. Updated in 2016, it establishes the ethical principles underlying the relationships between the company, its employees, customers, partners and suppliers. It provides the means and instruments required to guarantee the transparency and integrity of the company's management.

Additionally, a [Code of Conduct for Suppliers](#) was implemented reflecting the standards applicable to all sub-contractors and suppliers, who must sign their acceptance of it when registering to work with the company. The Code includes guidelines to avoid conflicts of interest and regulations

concerning gifts, hospitality meals and trips, the prohibition of bribery and kickbacks, and emphasizes people's duty to report improper behavior.


The regulations also stipulate the need for all those signing the Code to comply with laws and commercial regulations, among others.

The company's [Code of Conduct](#) and the [Code of Conduct for Suppliers](#) are publicly available on the [Techint E&C website](#).

Techint E&C also implemented a [Business Conduct Policy](#), detailing rules for compliance with the requirements enshrined in its Code of Conduct. This refers to local and international laws prohibiting corruption and bribery.


# TRANSPARENCY LINE

THE THREE HOTLINE OPTIONS




**Phone:**

Call a toll-free number in each country where the company operates.  
Available on [www.techint.compliance-line.com](http://www.techint.compliance-line.com)




**Website:**

Fill in an online form on  
[www.techint.compliance-line.com](http://www.techint.compliance-line.com)



**E-mail:**

Write to  
[auditoria\\_responde@techint.com](mailto:auditoria_responde@techint.com)



**Transparency**  
**is doing the right thing.**

Among others, these laws include the United States Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.

These cover, for instance:

- (i) prohibited payments
- (ii) due diligence when hiring employees, representatives, agents and contractors
- (iii) compliance and training for employees
- (iv) reporting and internal investigation of alleged breaches.

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

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

Lastly, the Transparency Policy defines basic guidelines governing behavior between employees, as well as their relationships with third parties.

This commitment is based on transparent management in accordance with international and national legislation, as well as with internal regulations, and is essential to secure and maintain the trust of the stakeholders with whom the company interacts.

**Transparency Line**

The [Transparency Line](#) is a confidential channel through which employees, suppliers, customers and the community in general, can report situations or behaviors contrary to the principles enshrined in the Techint E&C Code of Conduct.

The success of these channels depends on protecting the identity of whoever uses them, aimed at encouraging the use of a tool that purports to ensure transparent habits. The Corporate Audit Department receives the reports made, and analyzes them regardless of the origin of the complaint, in tandem with adopting all the precautions required to ensure that utter confidentiality is respected throughout the process.



The Ensenada Barragan Power Plant,  
Argentina.

### **Business Conduct Compliance Officer**

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

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

### **Business Conduct Compliance Program**

The Program is based on the Business Conduct Policy and establishes a set of procedures to prevent acts of corruption and ensure employees adhere to the company's ethical principles and anti-bribery provisions. These procedures are based on surveys carried out regularly to identify risk factors and good practices.

As part of this survey, the Compliance Officer and team periodically visit projects and locations where the company undertakes its activities, conducting training and interviewing those responsible for each location.

Together with the Code of Conduct and the Transparency Policy, the Program

regulates the way in which employees are expected to interact with public officials, government entities, other organizations and private persons.

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

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



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

# Sustainability Report 2021