GLOBAL SUSTAINABILITY REPORT

2025



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MESSAGES FROM THE TOP MANAGEMENT

GRI 2-22

Chairman's message

I am pleased to present the seventh Global Sustainability Report of Tecpetrol Investments S.L.U. for fiscal year 2025. This report reflects our commitment to sustainable and transparent management, presenting the company's performance across economic, environmental, social, and governance dimensions, alongside key challenges and opportunities centered on long-term value creation.

Amid a backdrop of increasing energy demand and progressively rigorous standards of responsibility, we strive to ensure efficient, competitive, and long-term development by embedding sustainability as a fundamental pillar of our business strategy.

As a company with a relevant role in the energy sector, we proactively manage the impacts of our operations. In this regard, we continue to strengthen our environmental management practices, focusing on the efficient use of resources, the progressive reduction of our environmental footprint, and the development of projects and technologies related to innovation and energy transition.

Simultaneously, we foster close, constructive, and long-term relationships with the communities where we operate, advancing initiatives that contribute to local development, strengthening education, and socioeconomic growth. This commitment extends throughout our value chain and is founded on ethical and responsible business conduct, aimed at generating sustainable value and meeting the expectations of our stakeholders.

Furthermore, we continue to promote an organizational culture based on safety, respect, diversity, and inclusion, convinced that talent development and the wellbeing of people are essential to growth and social mobility.

Finally, I would like to express my gratitude to everyone at Tecpetrol for their commitment and professionalism, which are fundamental to addressing current challenges and consolidating a management that integrates sustainability at the core of present and future development.



Carlos Ormachea
Chairman of the Board of Directors
Tecpetrol Investments S.L.U.

Message from the CEO

In an international context marked by economic volatility, geopolitical tensions, and increasing pressures on energy systems, the challenge of ensuring a reliable, competitive, and progressively sustainable supply becomes central. In this scenario, at Tecpetrol we assume an active role as a leading actor in energy development across Latin America, driving strategic investments, integrating state-of-the-art technology with a focus on operational efficiency, and strengthening enduring relationships with the communities where we operate.

This vision has enabled us to consolidate our presence in countries such as Argentina, Bolivia, Colombia, Ecuador, Mexico, and Peru, and develop our activities across the entire value chain and fostering regional integration.

At Tecpetrol, we lead unconventional gas production in Argentina and continue to advance large-scale projects. In 2025, the divestment of assets such as El Tordillo marked the conclusion of a pivotal phase in our history and simultaneously reaffirmed our strategic focus on the development of unconventional resources. Within this context, the start of the Los Toldos II Este project represents a strategic milestone, underscoring our commitment to sustained growth in both gas and oil. This development has the potential to significantly enhance unconventional oil production in Vaca Muerta and strengthen our company's position.

In alignment with this strategy, we are participating in the VMOS project to construct a pipeline connecting Vaca Muerta with Río Negro, a key initiative to secure production evacuation and enhance the export capacity of the basin.

Simultaneously, we continue to consolidate our operations in Fortín de Piedra, where we have exceeded 1,000 meters drilled and achieved new production milestones; as well as in Puesto Parada, where we reached the target of surpassing 1,000 m^3 per day of oil production and drilled a horizontal section over 3,500 meters in length, utilizing downhole motors and more efficient technologies for future developments. Within this context, the expansion of the productive capacity at our sand plant in Diamante also reached record levels, reinforcing the supply of this strategic input in the Neuquén Basin.

Simultaneously, we continue to advance the optimization of our processes. From the Real Time Operation Center (RTOC) in Buenos Aires, we now monitor and operate Tecpetrol's oil and gas wells across Latin America in real time. Furthermore, we have incorporated innovative solutions that contribute to enhanced safety and operational efficiency.

Within the framework of the energy transition, Tecpetrol is progressing steadily by strengthening its position in strategic assets and developing new sources and technologies. In 2025, Tulum Energy—a startup established by TechEnergy Ventures, Tecpetrol's corporate venture capital fund—secured an investment of USD 27 million to develop an innovative methane pyrolysis technology focused on producing turquoise hydrogen and solid carbon from hydrocarbons.



In environmental matters and to enhance our processes, we have incorporated new technologies and strengthened our management systems. During the period, we made significant progress in quantifying and monitoring greenhouse gas emissions, managing water use more efficiently, and establishing reduction targets. Similarly, in our lithium operations, we carried out participatory environmental monitoring with local communities, fostering transparency and active engagement.

The safety of people remains a fundamental value in all our activities. In 2025, we continued to reinforce our preventive culture, focusing on risk management, ongoing training, and the integration of technological tools that help improve working conditions, achieving the lowest levels of high-potential events recorded in our history.

We are also committed to talent development, firmly believing that people are essential to operational excellence and the creation of long-term value. Through initiatives such as Tecpetrol University and training and employability programs, we support the advancement of both the industry and the communities where we operate, while promoting equal opportunities through programs like +diversity, which are designed to ensure a plurality of voices within the company.

We strive to maintain long-term relationships grounded in dialogue and collaboration: initiatives such as ProPymes strengthen the productive network by fostering supplier development and building capacities that support the growth of the energy sector; similarly, programs like GenEra Neuquén promote local training and employability, delivering over 100,000 hours of technical education.

With a long-term vision, we continue to build an increasingly efficient, innovative, and sustainable company, convinced that Latin America possesses resources that offer unprecedented opportunities for energy development and the advancement of the communities where we operate. At Tecpetrol, we assume the commitment to be leading actors in this transformation.

All of this is made possible through the dedication of those who are part of Tecpetrol: shareholders, employees, suppliers, strategic partners, and communities. To all of them, I extend my sincere gratitude for their commitment, trust, and ongoing support.

It is my pleasure to present the latest edition of Tecpetrol's Global Sustainability Report for fiscal year 2025, which presents our economic, environmental, social, and governance performance, along with the key challenges and opportunities in our management.

Sincerely,

Ricardo Markous
CEO of Tecpetrol

OUR COMPANY

Tecpetrol is an energy company operating in Latin America, dedicated to oil and gas exploration and production, natural gas transportation and distribution, power generation, and the development of new businesses related to the energy transition.

IMPACT SDGs





ABOUT US

GRI 2-1, 2-6

"Global energy demand continues to grow, and gas is consolidating its role as the key enabler of the energy transition. This scenario broadens the opportunity to leverage our resources and challenges us to become more competitive and adaptable."

Ricardo Ferreiro,
President of E&P

Tecpetrol[1] is a leading company in Latin America, dedicated to the exploration, production, transportation, and distribution of hydrocarbons, as well as to power generation for various industries and households. As part of the Techint Group, it drives energy projects that contribute to the local development of the countries where it operates, with a firm commitment to quality, technology, and sustainability.

With extensive experience in energy projects, Tecpetrol develops major initiatives in the upstream and midstream sectors of the oil industry. Its focus on continuous improvement allows it to optimize reserve recovery in mature fields and increase efficiency in gas production.

In addition, through a robust technology investment program, it develops unconventional projects, such as Vaca Muerta in Argentina -one of the world's largest unconventional hydrocarbon reservoirs- thereby consolidating its regional leadership in this area.

It operates in several Latin American countries through subsidiaries in Argentina, Colombia, Ecuador, and Mexico, and as a non-operating partner in Argentina, Bolivia, Ecuador, Peru, and Venezuela. Its customers include refineries, industrial companies, power generators, gas distributors and marketers, as well as oil marketers.

In addition, within the framework of the energy transition, it is advancing the decarbonization of the Group's industrial operations and the diversification of energy sources, promoting a more sustainable future, while investing in the development of disruptive technologies and seeking business opportunities in a constantly evolving energy market.

OUR VALUES

Tecpetrol has adopted core values that have shaped and guided its energy project, and which have allowed them to become a leading energy company in the region committed to the development of Latin American countries.

Health and Safety

Nothing is more important to Tecpetrol than the health and safety of all those working with the company. Its priority is to provide their employees with a safe workplace, promoting their well-being and a healthy lifestyle.

Environment

The company is committed to developing a business that is sustainable over the long term, minimizing the environmental footprint throughout its operations, developing new and clean sources of energy, and setting an example in its communities.

Transparency

Transparency in management and communications is a fundamental value in its relationships with shareholders, customers, employees, suppliers, and the communities of which they are a part. The company is committed to building a culture of transparency and integrity in everything it does.

Quality

Excellence and quality in its products, services, and processes are its principal competitive advantage. The company is focused on the continuous improvement of its operations and processes and on applying outstanding technologies for the energy industry.

People and Diversity

People are at the heart of Tecpetrol's energy project and the foundation of its achievements. The company aims to provide them with opportunities for development and fulfilling their potential, promoting diversity, equity, and inclusion, and rejecting any form of discrimination based on gender, sexual orientation, ethnicity, color, age, religion, or political beliefs.

Community

The development and inclusive growth of the communities where the company has its operations is integral to the success of its energy project. Its community activities focus on support for education and opportunities based on merit, with technical education seen as an engine for growth, transformation, and social mobility.

- → Tecpetrol leads unconventional oil and gas production in Argentina and is committed to the energy transition.
- → It promotes talent development, supports communities near its operations, and strengthens its entire value chain.
- → It optimizes its processes through technology and innovation.

[1] Mentions of Tecpetrol in this document refer to Tecpetrol Investments S.L.U.: a company incorporated and domiciled in Spain, controlled by Techint Investments International S.L.U., a legally established company in Spain, which holds 100% of the company shares.

TECPETROL IN NUMBERS



7
Countries

21
Areas*

13
Operated areas*



15%
Of Argentina's gas production.

689
Wells in production*

+162.000
barrels of oil equivalent per day of production

+11.200
Km of operated gas pipelines

62
Mm³/day of gas transmission capacity

* Does not include assets in the Golfo San Jorge Basin, following their divestment in 2025.

GLOBAL PRESENCE





OUR BUSINESSES



Tecpetrol leads energy production in Argentina.

To learn more, click HERE

GRI 2-6
SASB EM-EP-000.A

Oil and gas exploration and production

Tecpetrol engages in oil and gas exploration and production activities, with its operational areas including plants and facilities for primary and secondary recovery, gas conditioning and processing, as well as power generation.

As of December 31, 2025, the company's proven oil and gas reserves, according to the company's interests, totaled 25.28 billion MMm^3 of oil and 103.78 billion MMm^3 of gas.

The hydrocarbons extracted during the fiscal year in areas operated by Tecpetrol, through its subsidiaries, were:

Average production	Unit	2025	2024	2023
Oil	m^3/day	6,129	6,188	6,099
Gas	Mm^3/day	19,660	20,710	19,645

Production by type of operation*	Operation	Unit	2025	2024	2023
Oil	Conventional	m^3	1,837,629	2,189,453	2,240,845
	Unconventional	m^3	918,449	671,710	575,240
Gas	Conventional	Mm^3	1,930,445	2,223,690	2,282,564
	Unconventional	Mm^3	5,627,951	6,518,718	6,218,907

* Includes own production (adding operated and non-operated areas) according to Tecpetrol's percentage. Unconventional production comes from the Fortín de Piedra, Los Toldos, and Puesto Parada areas.

Production in Vaca Muerta	Unit	2025	2024	2023
Unconventional oil	m^3/day	2,711	1,900	1,600
Unconventional gas	Mm^3/day*	16,666	17,900	17,000

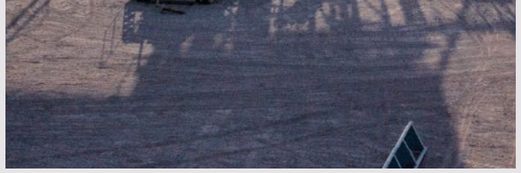
* Gas deliveries at 9.300 Kcal.

Fortín de Piedra: 1,000 km drilled and new productive levels confirmed south of the Neuquén River

Behind this milestone lies a process of continuous evolution in which each phase of development was optimized. Today, efficiency is tangible: the company drills in half the time required for its first wells and reaches lateral branches that are twice as long.

This demonstrates Tecpetrol's commitment to the country's energy development and how technological advancements are optimizing its operations. More than just a number, this milestone reflects a process of technical decision-making, applied innovation, and operational learning.

In addition, at Fortín de Piedra, consistent production levels were confirmed in the sector of the block located south of the Neuquén River, an area that had not been developed until now. Following the successful drilling of the pilot well, including the extraction of a core sample and the logging of advanced profiles, production is expected to begin in mid-2026, once construction of the pipelines connecting to the plant is complete. This discovery expands the field's production frontier and is expected to increase its future reserves.



Los Toldos II Este: a new project that changes the scale

Tecpetrol is moving forward with the development of Los Toldos II Este, a new unconventional oil project in Vaca Muerta, for which it will invest USD 2.5 billion and expects production of 70,000 barrels per day by 2027, which currently represents nearly 10% of Argentina's production. Techint Engineering & Construction is already building the necessary infrastructure.

Thanks to the talent of its teams and the innovation applied in every process, Tecpetrol continues to drive projects that strengthen the energy industry.

To learn more, click HERE





VMOS: a strategic decision connecting to the future

Tecpetrol joined as a shareholder in the VMOS S.A. consortium for the construction of the Vaca Muerta Oil Sur pipeline with the aim of ensuring the evacuation of Los Toldos II Este and boost its export capacity.

The execution of this 437 km pipeline is being carried out by Techint Engineering and Construction in partnership with Sacde. It is a key project for Argentina's energy development, as it will connect Vaca Muerta with the province of Río Negro and enable oil production to increase to levels exceeding one million barrels.

Puesto Parada: a steady step toward more efficient operations

"Until recently, when we planned a well with a downhole motor, we limited it to 2,500 m horizontally. Today, that limit has been extended by 1,000 m," explains Iván Griso, Drilling Principal, who participated in the operation. "It was an important milestone because, with a simpler and cheaper tool, we were able to drill wells of that size. This opens up very interesting opportunities and speeds up timelines: this methodology is already being considered for new wells".

The operation was directed from the Real Time Operation Center in Buenos Aires and enabled the drilling of a horizontal branch exceeding 3,500 m using a downhole motor and complementary technologies, pushing technical and economic boundaries in Vaca Muerta. This type of drilling becomes a more cost-effective alternative for future developments. To learn more, click HERE.

Additionally, during this same operation, Tecpetrol achieved its first goal of exceeding 1,000 m^3 of oil per day. To achieve this as planned, it was essential to align every aspect: drilling and completing the wells, expanding the plant while it remained operational, always prioritizing safety, and never losing sight of continuous improvement.

Colombia: toward the development of new projects

At the Maute field, the first phase of seismic exploration was carried out, and progress was made on formalizing the prior consultation with local communities, a fundamental requirement for the project's execution.

Misión block: operational resumption

Operations in the block resumed following the partial suspension that occurred in 2024 due to property security concerns.

Ecuador - Libertador: from decline to growth

At the Libertador field, the results speak for themselves. Thanks to secondary recovery efforts, an additional 8.5 million barrels of oil were produced. This increase in production is due to the successful implementation of this technique and, in turn, to the experience Tecpetrol has accumulated in mature local fields and in other countries.

Juan Martín Andueza, Development Geologist Expert, explains that, under the terms of the contract, Tecpetrol receives a payment for production that exceeds a baseline curve. "One-third of those incremental revenues comes from secondary recovery, which is much more than we originally estimated. When we planned the implementation of this technique, we estimated we would achieve 7.4 million barrels by the end of the concession, and we have already reached 8.5 million. It's an excellent result."

The company was a pioneer in applying this technique in the country and today continues to consolidate its leadership in the development of mature fields. To learn more, click HERE.

EFiS

Energy Field Services

Energy Field Services (EFiS) is a company specialized in the operation and maintenance of oil and gas wells and facilities. It currently operates in the company's areas within the Neuquén Basin, enabling significant improvements in operational efficiency.



GRI 2-1, 2-6

Arenas Diamante: production milestone achieved in record time and integration of last-mile infrastructure

When Tecpetrol acquired the sand plant, located in Diamante (Entre Ríos province, Argentina), the estimated production capacity was around 15,000 tons per month. Six months after the purchase, in July 2025, a production record of 21,613 tons was achieved.

Currently, the plant meets approximately 35% of the sand requirements for the company's unconventional fields in the Neuquén Basin. The expansion plan for the plant seeks to increase production from 200,000 to 600,000 tons per year, enabling it to meet 75-80% of future demand for this input.

In addition, the company implemented its own last-mile logistics system to transport the sand from the warehouse to the well. Following this implementation, four PADs were completed using in-house logistics, achieving a record of 10 stages per day during fracturing, with no non-productive hours associated with logistics. This result, achieved in just three months since the implementation, is the product of consistent planning, team commitment, and excellence in execution.







Ramos: a growing presence

With Aguaragüe first and Ramos later, Tecpetrol has established itself as the leading operator in the Noroeste Basin. Currently, production from both areas totals 1.7 million MMm³ of gas per day. This presence, combined with the company's reputation for integrity and compliance, has helped foster a strong relationship with the province.

Three months after taking over operations in Ramos, negotiations began to secure an extension of its concession. A year later, a 10-year extension was agreed upon, opening the door to new projects and opportunities.

Commitments associated with the agreement include the installation of an amine plant for gas processing. To learn more, click HERE.

Contract extensions and new investments optimize production and strengthen Tecpetrol's presence.

Agua Salada: for another decade

With 35 years of work in the block, the concession extension recognizes the work commitments Tecpetrol has fulfilled over time.

With a 70% stake, the company has operated this area since 1990 in partnership with YPF and has a track record of strong results and commitment fulfillment. Following an intense negotiation process, a new 10-year extension was secured for the Agua Salada concession, a 650 km² block.

"Our goal was to showcase the development strategies we have implemented as a company in the area and the results achieved. We not only met the contract commitments but exceeded them." Juan Martín Andueza, Development Geologist Expert.

In addition, the agreement reaffirms the commitment to the community by ensuring that 80% of the workforce remains local, providing internships to students residing in the province, and making annual contributions toward training, research, and development. Likewise, the Roberto Rocca Scholarship Program for high school students remains in effect, supporting students from high school students in the city of Catriel. To learn more, click HERE.

Ecuador: new investments and successful contract extensions

Following demanding negotiations, operations at the Libertador and Shushufindi fields successfully extended their concession contracts for an additional five years, consolidating Tecpetrol's presence in Ecuador.

In the case of Libertador, a new contract was signed extending the operating term from 2030 to 2035. The agreement includes a commitment to significant investments aimed at increasing production, reaffirming the field's remaining development potential.

Meanwhile, the Shushufindi contract -operated by SLB in partnership with Tecpetrol- was extended from 2032 to 2037. The renewal was made possible by meeting the established objectives and proposing a value-sharing project, which will allow for continued investment and production optimization over the coming years.

"Tecpetrol's decision to continue investing in Ecuador is a recognition of the strong performance of the contracts, which encompass all sectors and stakeholders. It also represents a commitment by the company and its partners in the country to the management and execution capabilities of future projects, as well as a vote of confidence from the government in the country through the client Petroecuador. A source of pride for everyone and everything." Francisco Do Pico, Ecuador Country Director. To learn more, click HERE.

Operating areas	2025			2024			2023		
Country	Area	Basin	Km²	Area	Basin	Km²	Area	Basin	Km²
Argentina	12	3	8,909	16	4	11,971	16	4	11,971
Mexico	1	1	893	1	1	893	1	1	1,307
Colombia	1	1	986	1	1	986	1	1	986
Ecuador	2	1	639	2	1	639	2	1	639
Peru	2	1	1,413	2	1	1,413	2	1	1,413
Bolivia	2	1	630	2	1	630	2	1	630
Venezuela	1	1	1,300	1	1	1,300	1	1	1,300

El Tordillo field: an operational and cultural learning experience for Tecpetrol

With over 30 years of history, El Tordillo represented a milestone in the development of Tecpetrol's operational DNA. Its sale in 2025 closes a chapter and leaves a legacy that lives on in the people and culture of the company.

Located in the Golfo San Jorge Basin (Chubut province, Argentina), El Tordillo marked a turning point for Tecpetrol since it began operations on July 1, 1991. It was the company's first large-scale field, covering more than 117 km² and featuring nearly 800 wells drilled over 34 years.

The field served as a true learning ground where complex technical challenges were faced and key capabilities for the company were developed: secondary and tertiary recovery, maintenance programs, and comprehensive well operations.

In the most difficult times -such as in 1998, when the price per barrel hovered around USD 9- the team knew how to innovate, optimize resources, and sustain operations. Then came the years of growth and ambitious goals, reaching a peak production of over 4,500 m³/day in 2006.

In addition, El Tordillo served for years as the venue of the Tecpetrol University Induction Camp (TUIC), a development program for young professionals, and as a launching pad for hundreds of technicians and leaders who now hold key positions in other operations.

Over more than three decades, the company has reaffirmed its commitment to the communities near the operation. Through its Roberto Rocca Scholarship and Roberto Rocca Technical Scholarship programs, it has supported high school and college students in the region; while through the Comodoro Rivadavia Photo Library and Film Festivals, it has promoted local culture and identity.

The closing of this stage at El Tordillo concludes a chapter in Tecpetrol's history, but what this field sowed does not end with its activity: its legacy remains -a culture of commitment and a leadership style that took root and bore fruit.





Gas transportation and distribution

Tecpetrol is an investor and operator of gas transportation and distribution companies, with the capacity to develop infrastructure projects and transport energy efficiently and safely.

Transportadora de Gas del Norte (TGN)

Tecpetrol is part of the controlling group of Transportadora Gas del Norte S.A., a company dedicated to the transportation of high-pressure natural gas, which operates in central and northern Argentina and plays a strategic role in the region: it is the only operator connecting Bolivia, Brazil, Chile, and Uruguay. Through TGN, the company is responsible for transporting **40% of the gas injected** into Argentina's main gas pipeline network (Gasoducto Norte and Gasoducto Centro Oeste), which accounts for **20% of the country's energy mix**.

It operates and maintains the country's largest gas pipeline network:

- → **+11,200 km** of high-pressure gas pipelines (owned and third-party).
- → **17** Argentine provinces.
- → **22** compressor stations.
- → **62 MMm³/day** of gas transmission capacity.
- → **+390,000** HP of installed power.

Transportadora de Gas del Mercosur (TGM)

The company manages Transportadora de Gas del Mercosur S.A., a gas pipeline that transports natural gas from Aldea Brasileira, in the province of Entre Ríos (Argentina), to Uruguayana, in the state of Rio Grande do Sul (Brazil).

- → **421 km** of pipeline.
- → **15 MMm³/day** of transport capacity.

Litoral Gas

Tecpetrol is a shareholder and participates in the management of Litoral Gas S.A., a company located at a key point in TGN's pipeline system. Litoral Gas distributes natural gas in the province of Santa Fe and to various districts in the northern part of the province of Buenos Aires, serving more than 760,000 customers (residential, commercial, industrial, power plants, compressed natural gas retailers, and sub-distributors). In the region, it covers more than 136,000 km² with 3.5 million inhabitants, and the number of communities served has grown from 45 to 129.

The gas comes from the Noroeste, Neuquén, and Marina Malvinas basins, reaching the network via the Norte and Centro Oeste gas pipelines (operated by TGN) and the General San Martín gas pipeline (operated by Transportadora de Gas del Sur).

- → **+2,000 km** of high-pressure gas pipelines.
- → **+11,000 km** of distribution networks.
- → **216** regulating stations.

Exporting gas from Argentina to Brazil: a new horizon

Tecpetrol carried out its first natural gas export from Argentina to Brazil, routing shipments through Bolivia, reinforcing its commitment to regional energy integration. Based on agreements with Brazilian firms Edge and MGAS, the exports were carried out on an interruptible basis through the existing gas pipeline system in the three countries. In these initial deliveries, the volume was 250 Mm³/day.

The operation confirms the viability of exports and demonstrates Argentina's potential to become a key supplier of natural gas in the region, leveraging the unconventional gas resources of Vaca Muerta.

To learn more, click HERE.



Tecpetrol is committed to a sustainable, secure, and competitive regional energy integration.

Electricity generation

Tecpetrol led the development of the Pesquería Power Plant, located in the state of Nuevo León, Mexico. With a capacity of 900 MW, since 2016 it has been supplying efficient, competitive, and reliable energy to Tenaris and Ternium's industrial plants in the country, with an operational availability exceeding 99%.

With high efficiency and availability, it incorporates an innovative approach toward a sustainable future for the energy industry. Its combined-cycle design, featuring three gas turbines and one steam turbine, brings together technological efficiency with a strong environmental commitment, significantly minimizing its footprint:

- It has a water treatment plant that uses graywater to supply processes and services.
- It has a permanent environmental monitoring program.
- Since its construction, the plant has been recognized with LEED (Leadership in Energy and Environmental Design) certification, reflecting its commitment to sustainability.
- It operates with a system that minimizes energy waste, achieving 57% energy efficiency.

- → **35%** less fuel consumption and only **50%** of the water used by a conventional power plant.
- → **+5,000** native flora and fauna specimens were preserved, and over 32,000 trees were reforested.

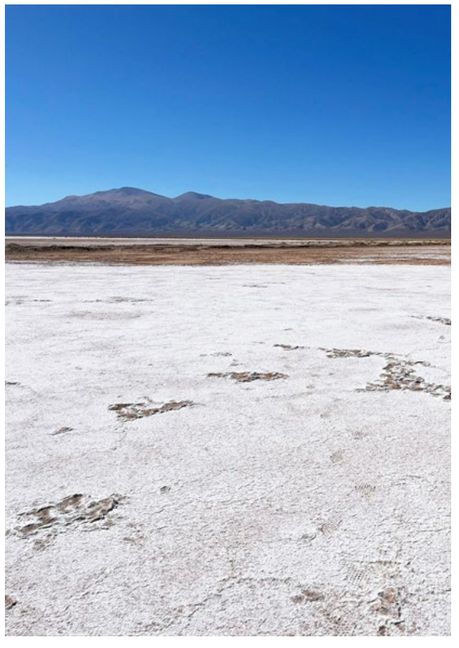
Since the start of its operation, the plant has been monitored against the global standards of the Equator Principles[2] by an external auditor, whose reports confirm satisfactory compliance with environmental and social risk management to ensure the project's sustainability.

In addition, it reaffirms its commitment to quality, safety, and continuous improvement through an Integrated Management System certified under ISO 9001:2015 and ISO 45001:2018 standards, ensuring standardized, safe, and efficient processes while fostering employee engagement.

CENTRAL ELECTRICA PESQUERIA

[2] Equator Principles: an international standard for identifying, assessing, and managing environmental and social risks in industrial projects.







Lithium exploration and production

Tecpetrol developed a lithium pilot plant with a production capacity of 25 metric tons of lithium carbonate equivalent (LCE) per year, which is currently operational and conducting tests with various brines. During its early years, the plant was operated in Olacapato (Salta province), at 4,100 meters above sea nivel, and was the first in Latin America specialized in Direct Lithium Extraction (DLE). This technology is an alternative to traditional evaporation, aiming for a more industrial and controlled process.

In addition, its construction was key to advancing the understanding of the technological process, as lithium carbonate is a strategic and fundamental element for the energy transition. In 2025, the pilot plant was relocated to the El Tolillar Salt Flat, located in the Salta highlands.

Tecpetrol has assets in four salt flats in Argentina:

- El Tolillar (Salta), covering an area of 27,000 hectares, is in the advanced exploration phase.
- Hombre Muerto (Salta), covering 12,000 hectares, is in the exploratory stage.
- Arizaro (Salta), covering 6,000 hectares, is in the initial exploration phase.
- Guayatayoc (Jujuy), where Tecpetrol has an exploration agreement with an option to purchase. It consists of 5,000 hectares and is located in the largest hydrological basin of the Argentine Puna.

Tecpetrol is advancing the development of an industrial-scale project, bringing its expertise to this expanding segment.



ECONOMIC CONTEXT

GRI 2-6

Tecpetrol has been conducting its operations in a challenging global context. The international environment is impacted by the deceleration of growth and elevated levels of sovereign debt, increased geopolitical and trade tensions, inflationary uncertainty, and divergent economic policies among countries.

The intensification of conflicts in the Middle East at the beginning of 2026 introduced a new focal point of uncertainty to the international macroeconomic landscape, generating disruptions in trade, increases in energy prices, and heightened financial volatility, the ultimate impact of which will depend on the duration and extent of the conflict.

The company's management continuously monitors the evolving context in order to take measures that ensure the safety of its personnel, maintain the levels and standards of its operations, and preserve its financial position.

Below are the main financial ratios and indicators (in millions of USD):

Concept	2025	2024	2023
Assets	6,490	5,172	4,496
Sales	2,045*	2,145	2,067
EBITDA	1,115*	1,139	1,173
Investments in property, plan and equipment and intangible assests	1,144*	769	769
Financial debt	1,829	551	492
Net (debt)/cash**	(7)	558	509

* Includes continuing and discontinued activities.
** Corresponds to net financial debt of cash and cash equivalents and other investments.



ECONOMIC IMPACTS

GRI 3-3, 201-1, 201-4

Direct economic value generated and distributed (DEVGD)

The following tables, proposed by the GRI Standards, reflect the flow of economic value generated and distributed among the various stakeholder groups.

The functional currency of the company is the United States dollar, as it best reflects the economic substance of its operations. The Consolidated Financial Statements -which include Tecpetrol and its subsidiaries- are presented in euros, in accordance with Spanish legislation. The following figures are presented in the functional currency (millions of USD).

Generated Economic Value	Stakeholder group	2025*	2024	2023
Revenue / Net sales	Customers	2,045	2,145	2,067
Other income		104	67	92
Profit from investment in companies accounted for using the equity method	Related companies	105	54	95
Total Generated Economic Value		2,254	2,266	2,254

* Includes continuing and discontinued activities.

Distributed Economic Value	Stakeholder group	2025*	2024	2023
Operating costs	Suppliers	1,269	1,115	1,011
Employee salaries and benefits	Employees	207	180	178
Payments to capital providers	Credit Providers	105	109	287
Payments to government	Government	496	301	542
Investment in communities	Community	1.3	1.3	0.5
Total Distributed Economic Value		2,077	1,706	2,018
Retained Economic Value		177	561	236

* Includes continuing and discontinued activities.

It should be noted that Tecpetrol did not receive any type of contribution or financial assistance from the governments in any of the countries in which it operates.

Investment in communities

The total investment in communities corresponds to the amount invested in the corporate Community Relations programs, plus the contributions from the Fundación Rocca in Argentina (in the areas of education and health), the institutional contributions made to various NGOs, and those related to community projects generated within the framework of the Social Business Management (SBM).

The amounts reported below correspond to investments allocated to voluntary activities within the Community Relations program, according to Tecpetrol's participation percentages in operated temporary business union (UTEs) and joint ventures. The increase compared to the previous fiscal year is due to the new programs implemented -GenEra and Gregorio Álvarez Scholarship- in the province of Neuquén, Argentina. To learn more about these programs, please visit the Community Relations section.

Investment in USD		
2025	2024	2023
1,284,011	1,300,214	503,215





INNOVATION AND TECHNOLOGY

GRI 3-3, 203-2

To enhance economic performance and achieve sustained growth, the company promotes investments in technology and the continuous improvement of its operations. To this end, it leverages the most efficient techniques in exploration, reservoir analysis, drilling, and production, enabling increased productivity, optimization of operating costs, and reduction of environmental, health, and safety risks and impacts within operated areas.

Technology, collaboration, and growth.

Process optimization

Operational efficiency is one of the fundamental pillars of Tecpetrol's strategy. This cross-cutting objective is led by the Vice Presidency of Operations (VIOP), whose mission is to promote continuous improvement through the standardization of work methodologies, the review and optimization of production processes, the definition of performance standards, and the systematic incorporation of best practices from the energy industry.

In coordination with the company's regional management teams, the strategic focus areas are defined and the initiatives to be addressed each period are prioritized, aligning efforts with corporate objectives and operational needs.

The VIOP technical team, together with the managers responsible for each operation, drives process redesign through iterative cycles of continuous improvement. These initiatives are not limited to incorporating technology but also involve methodologies aimed at increasing productivity, promoting efficiency, and optimizing resource use, directly impacting the reduction of operational costs.

In each region where Tecpetrol operates, there are local continuous improvement leaders. These professionals play a key role in consolidating initiatives, providing technical support for projects, and managing change, facilitating solution adoption and the dissemination of knowledge within the organization.

Driving operational efficiency

To foster a culture of efficiency and continuous improvement, the Process Optimization Department implements a Procedure for Managing Optimization Initiatives and Projects. This methodological framework relies on a digital tool internally developed by the IT team, which enables channeling, recording, and tracking suggestions coming from any operational area of the company.

The process starts with the submission of an initiative, which is evaluated by the Continuous Improvement team of the relevant operation, following a predefined workflow. If the proposal passes this stage, it becomes an Optimization Project Proposal (OPP).

Each OPP is assigned a Project Leader, responsible for conducting a technical-economic analysis that covers the scope of the improvement, required resources, and metrics to evaluate its performance. With the necessary technical support and, when applicable, a detailed economic evaluation, the proposal is presented to the Improvement Committee for final approval. Once validated, the initiative advances to the execution phase as an Optimization Project (OP).

The project life cycle concludes with measuring the results achieved against the set objectives. If the impact is positive, the improvement is adopted as an operational standard and replicated across other operations, thereby creating a virtuous cycle of learning and growth.

Procedure for Managing Initiatives and Optimization Projects

1 **IDEA** for improvement, proposed by **any employee** of the company.

2 **REVIEW** of initiative by an **evaluation Committee** and designation of Project Leader.

3 **STUDY and EVALUATION** of technical and economic feasibility by the **Project Leader and Continuous Improvement Facilitator**.

4 **REVIEW** of initiative by the **evaluation Committee** and authorization for execution.

5 **EXECUTION** of the project and **EVALUATION** of results by the **Project Leader and Continuous Improvement Facilitator**.

Initiative → OPP (Optimization Project Proposal) → OP (Optimization Project)

RESULTS ACHIEVED IN 2025

Throughout the year, multiple improvement projects were carried out in Argentina's operations -Fortín de Piedra, Los Bastos, Agua Salada, El Tordillo, and Aguaragüe- and in Colombia -CPO13. As in previous periods, the scale and complexity of Fortín de Piedra resulted in a higher concentration of initiatives, highlighting its strategic role within the company's operational portfolio.

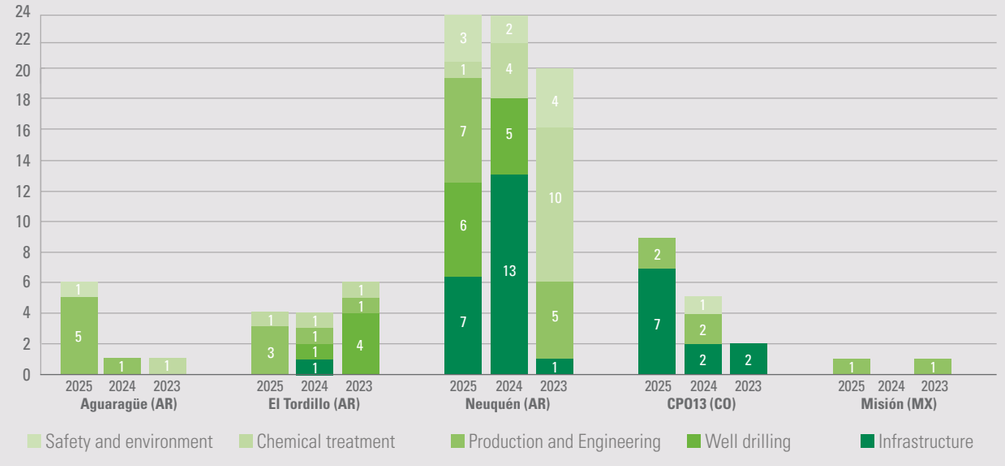
The executed projects were mainly focused on cost optimization and improving productivity in processes related to field operations, including interventions on productive infrastructure, shorter execution times, increased efficiency in the use of materials and services, and adjustments to administrative processes. Additionally, projects aimed at mitigating safety, health, and environmental risks were recorded, with potentially minor or no direct economic impact but strategic value in terms of sustainability and operational responsibility.

EFFECTIVE IMPROVEMENTS (IN MILLIONS OF USD)

Following the trend of recent years, relevant projects were implemented in 2025, generating improvements in operational and economic efficiency across various processes.

Country	Area	2025	2024	2023	2022
Argentina	Neuquén	13.5	11.6	31.7	5.0
	El Tordillo	0.1	1.0	1.5	0.8
	Aguaragüe	3.2	0.2	0.2	*
Colombia	CPO13	0.4	1.6	0.2	-
Ecuador	Libertador	-	-	-	1.6
Mexico	Misión	-	-	0.7	-
Total		17.2	14.4	34.3	7.4

* Projects not quantifiable in monetary terms as they are improvements to staff safety.



Innovation and digital transformation

Tecpetrol is advancing its digital transformation strategy, led by the Digital Innovation Department, aimed at supporting the development and growth of its operations. With a comprehensive vision grounded in strategic leadership, agile culture, robust technological foundations, and scalability, it aims to become a leader in adopting innovative technologies within the Oil & Gas sector.

The focus areas guiding this process are:

- **Enterprise architecture.** Aligning technology, processes, data, and applications with the organization's objectives to drive business transformation.
- **AI Office.** Encouraging corporate use of Artificial Intelligence tools to enhance personal productivity, automate tasks, optimize workflows, and accelerate value generation through generative AI and machine learning. Examples of this approach include generative artificial intelligence assistants and conversational assistants, among others.
- **Digital technology.** Innovative solutions applied to the industry that deliver significant impact on operations, safety, and process optimization. Tools such as drones, robotics, augmented, virtual, and mixed reality, and simulators, among others.

Moreover, it is supported by the following pillars:

- **Leadership model and strategic alignment.** The success of digital innovation within the organization relies on a strong leadership model capable of coordinating efforts around clearly defined objectives and benefits. This model ensures that digital initiatives are not only aligned with the corporate strategy but also produce tangible impacts on operations and business outcomes.
- **Agile culture.** An agile culture is fostered within the organization to accelerate the value captured from innovative ideas. This means adopting methodologies that enable collaboration, rapid iteration, and informed decision-making in dynamic environments.
- **Autonomy and prioritization.** The organizational structure supports autonomy to identify key opportunities and prioritize a portfolio of initiatives based on their potential value. These initiatives are driven by innovation and leveraged through digital technologies, ensuring a focus on measurable results.
- **Technological foundations.** Digital innovation initiatives are built on foundational elements such as:
  - **Architecture:** design and scalability of solutions.
  - **Communications:** robust infrastructure for connectivity.
  - **Security:** compliance and data protection.
  - **Quality:** ensuring excellence in implementations.
  - **Availability:** timely and reliable access to information.

Within this framework, technological initiatives seek to generate value through at least one of the following key dimensions:

- **Smart operation:** Use of advanced, data-driven tools and artificial intelligence that enable integration of business information and key processes; strengthen tactical and strategic decision-making; optimize performance, efficiency, and equipment availability through advanced data monitoring and analysis; and identify patterns and trends that support proactive and corrective actions.
- **Optimized scheduling:** Improvements in resource utilization, reduction of production losses, and development of advanced capabilities to optimize schedules, cost estimates, inventory management, and crew logistics.
- **Worker of the future:** Development of skills and technology as enablers of work to minimize operational incidents. As with productivity improvements, this is achieved by using mobile devices, digitizing tasks and procedures, and adopting collaboration technologies that simplify daily operations and foster continuous learning.
- **Impact and scalability:** Effective scaling of solutions ensures that the benefits of digital innovation positively reach the entire organization. Furthermore, projects are aligned with sustainability principles, promoting efficient resource use and reducing the environmental footprint.

Innovative solutions implemented

The Digital Innovation Department consolidated technological solutions that enhance safety, operational efficiency, and sustainability across all operations. These initiatives directly contribute to risk reduction, resource optimization and management, and accelerating the transition to safer and more responsible processes.

- **Robotics:** A proof of concept using a quadruped robot was implemented at the Pesquería Power Plant for remote patrols and thermographic measurements, minimizing personnel exposure to critical risks. Learn more HERE.
- **Drones:** Fleets were deployed across all operational areas for inspections in confined spaces, power lines, and plants, as well as methane emission monitoring. Real-time transmission enables immediate response, reducing incidents and emissions. To learn more about the Pesquería Power Plant's 4.0 patrol, which aims to improve safety, efficiency, and response capacity to potential failures in the transmission line, click here HERE.

- **Simulators:** Training for critical tasks –overhead crane operation, working at heights, use of personal protective equipment, and vehicle driving- to prevent accidents.
- **Virtual skills:** Training plant personnel in immersive scenarios using virtual reality of blackout (total power outage). Each experience is designed with a specific purpose: to preserve asset integrity or to restore electrical supply.
- **Artificial intelligence:** Optimizing talent detection by automating the recruitment process, speeding up the onboarding of personnel for strategic projects.

Innovation never stops, and neither does Tecpetrol.

Strong foundations for scaling up and accelerating growth

In the Neuquén Basin, the company has put a drilling rig into operation featuring cutting-edge technology that allows well control from the Real Time Operation Center (RTOC) in Buenos Aires. From there, signals and commands are sent to guide the drilling trajectory at a depth of 3,000 meters.

The incorporation of this rig enables the company to go beyond its technological limits and continue advancing its operational excellence and innovation, while strengthening its strategic vision in the region.

Building on these foundations of innovation and excellence, the company launched a new development: Los Toldos II Este. An unconventional oil field, a second Fortín de Piedra, representing a new scale for Tecpetrol.





Real Time Operation Center (RTOC) in Buenos Aires, Argentina

From the RTOC, Tecpetrol remotely operates oil and gas wells across Latin America. By analyzing over 400 variables in real time and combining artificial intelligence with machine learning, it optimizes decisions and maximizes operational efficiency.

Click to discover how technology drives Tecpetrol's projects HERE.





NEO: A new direction for the future of upstream

NextGen Energy Operations (NEO) is Tecpetrol's new division, aimed at boosting technological transformation across all operations. With a focus on agility, efficiency, and safety, it aims to strategically align ongoing projects and establish a roadmap.

NEO promotes an integrated way of working, driving a paradigm shift that places operation at the center, enabling the identification of technological innovation. This approach allows for developing solutions based on operational needs and value capture opportunities.

SUSTAINABILITY STRATEGY

Tecpetrol develops diverse energy sources and promotes energy transition, innovation, responsible management, and ongoing dialogue with its stakeholders to generate sustainable value in its operations.

IMPACT SDGs





A LONG-TERM COMMITMENT

Tecpetrol directs its management towards sustainability to promote growth and value creation.

Tecpetrol is committed to long-term sustainable development and integrates environmental, social, and corporate governance principles across all its operations. In addition, it implements standards and initiatives that ensure best practices in responsible management, reinforcing business success while generating social and environmental value.

The company seeks competitive, reliable, and affordable energy sources and invests in technologies aimed at accelerating the decarbonization of companies within the Techint Group while generating new business opportunities for Tecpetrol, based on the conviction that long-term value is created by integrating economic and environmental sustainability.

Tecpetrol conducts its activities in alignment with its Environmental Commitment, operating responsibly and efficiently while progressively reducing the environmental footprint of its operations -including greenhouse gas (GHG) emissions, water use, land use, waste generation, and biodiversity protection -through concrete, measurable actions tailored to its operational context.

Additionally, it promotes high standards of corporate ethics and transparency in its operations, including the prevention of corruption and the respect for human rights. In addition, it maintains a steadfast commitment to maximizing positive impact in the local communities where it operates, through social, economic, and sustainable development programs, while prioritizing local sourcing.

In alignment with these initiatives, Tecpetrol reaffirms its commitment to transparency and responsible management through its Global Sustainability Report, which annually provides stakeholders with a comprehensive overview of economic, environmental, social, and governance performance, constituting a key instrument to advance sustainable development.



ENERGY TRANSITION AND CLIMATE CHANGE

GRI 3-3, 201-2
SASB EM-EP-420a.3

The transition to sustainable energy sources for emissions reduction is a gradual process that requires continuous advancement of innovative technologies and varies according to the specific characteristics of each market, its challenges, and available resources. Achieving carbon neutrality largely depends on the capacity to innovate and adapt strategies within an ever-evolving environment.

In this context, the Energy Transition Division drives initiatives and fosters synergies among the companies of the Techint Group, contributing to the decarbonization of their operations and the diversification of energy generation sources. The journey toward decarbonization is a long-term process that demands vision, sustained effort, and a strong commitment across all companies Group companies.

The strategy is based on three key pillars: **energy matrix diversification** through investments in renewable energy; **energy efficiency optimization** by adopting practices and technological solutions that enhance operational performance; and **emissions reduction**, driven by the integration of innovative technologies.

The company pursues multiple development initiatives to advance a more sustainable future, including carbon capture, renewable energies (solar, wind, and geothermal), lithium, hydrogen, and long-duration energy storage, among others. It has a team responsible for managing the TechEnergy Ventures fund; and a technical team that provides support to the Division.

Tecpetrol reaffirms its commitment to sustainable development and makes progress in energy matrix diversification.

ENVIRONMENTAL COMMITMENT

At Tecpetrol, we are committed to conducting our activities responsibly and efficiently while progressively reducing the environmental footprint of our operations -including greenhouse gas (GHG) emissions, water use, land use, waste generation, and minimizing the impact onbiodiversity through concrete and measurable actions tailored to our operational context.

Our strategy includes

- → Measuring and reporting annually key environmental performance indicators.
- → Setting targets and/or action plans for the management of water, air, soil, waste, and biodiversity, including the conservation of sensitive areas.
- → Develop processes to identify and implement emission reduction and comprehensive environmental improvement projects.
- → Apply best practices and international standards within the sustainability framework of each operation.
- → Assess the comprehensive environmental impact of investment projects.
- → Implement processes for monitoring, reviewing, and updating the commitments undertaken.
- → Foster a culture of continuous improvement in environmental management.
- → Drive innovation and the energy transition through the Energy Transition Division Energy (DITE), by developing projects and technologies that contribute to a cleaner and more efficient energy matrix.

ENVIRONMENTAL TARGETS

Aligned with our environmental commitment, at Tecpetrol, we have established targets for water and emissions management, with 2023 as the baseline year and 2028 as the target year.

- → 5% intensity reduction of scope 1 and 2 greenhouse gas emissions.
- → 10% intensity reduction of water withdrawal.

These environmental targets apply to operated areas within the upstream segment of Exploration and Production (E&P) and are reviewed annually based on achieved results and operational context.

During 2025, the strategy was primarily focused on the identification and evaluation of projects, enabling the prioritization of those initiatives with the highest potential for positive impact. In addition to analysis and prioritization, progress was made in the implementation of concrete actions aimed at achieving the established goals.

The progress and outcomes of these projects -detailed in the emissions and water chapters of this report- demonstrate the company's sustained commitment to responsible environmental management aligned with global challenges.

Adding value by delivering energy to communities is our purpose. Minimizing environmental impact in the process is our commitment.

Lithium extraction

Tecpetrol took a first step towards the industrialization of lithium extraction through the construction and commissioning of its direct lithium extraction pilot plant in Olacapato, Salta Province, in 2022. This method, compared to traditional techniques, ensures a reduced environmental footprint by significantly lowering water consumption and minimizing soil disruption.

Tecpetrol promotes lithium industrialization through sustainable innovation.

In 2025, the plant was relocated to the El Tolillar Salt Flat, where Alpha Lithium has centralized its operational camp. The relocation was executed to centralize operations and streamline testing processes by concentrating personnel and providing training within the same facilities projected for future production scale-up.

In addition, following the exploratory well drilled at the Guayatayoc Salt Flat in Jujuy -which enabled resource assessment and valuable experience with mining suppliers- Tecpetrol is advancing the development of an industrial-scale project. This initiative seeks to participate in the market within a context of price volatility but is underpinned by strong long-term fundamentals driven by the demand for electric vehicles and energy storage systems, essential elements of the energy transition.

Renewable energy

Globally, renewable energy accounts for between 10% and 15% of electricity generation. However, the composition of the energy matrix varies significantly depending on each country's natural resources and conditions. While countries with high hydrocarbon production rely heavily on fossil fuels, others have predominantly hydroelectric energy mixes, with up to 70% of their generation derived from this source.

To advance climate-related commitments and reduce greenhouse gas emissions, the share of solar and wind energy is projected to double or even triple globally over the next decade. These technologies, which have attained a high degree of maturity and competitiveness, are established as foundational pillars for the decarbonization of the global energy system and act as key drivers in the transition.

Wind farms in Argentina

Within the framework of developing renewable solutions for the Techint Group's plants, Tecpetrol led the identification, development, and structuring of projects to participate in dispatch priority tenders conducted by CAMMESA.

In this context, the Vientos Olavarría Wind Farm (PEVO) achieved 99 MW of dispatch priority -the full extent of its design capacity- across several tender processes. In this project, Tecpetrol served as developer, structurer, and project manager, enabling it to acquire new know-how along with enhanced technical and business capabilities for future wind energy ventures. PEVO commenced commercial operations at its full rated capacity in January 2025. This park will enable Ternium Argentina to replace approximately 90% of the energy it currently acquires from the National Interconnected System.

Under the same bidding scheme, the La Rinconada Wind Farm (PELR) secured 91.5 MW of dispatch priority (with an installed design capacity of 92.4 MW). This project was structured by Tecpetrol, executed by Tenaris, and has an estimated capacity factor of 55%. It is located on a site adjacent to PEVO, creating significant synergies during the construction phase for both projects. PELR reached commercial operations in September 2025. This project, together with the Buena Ventura Wind Farm (103 MW), will enable Tenaris Argentina to replace approximately 90% of the energy it previously acquired through the National Interconnected System.



Decarbonization projects in Mexico

Tecpetrol provides professional services for the identification and development of decarbonization projects and the supply of clean energy to the industrial operations of Ternium and Tenaris in Mexico. Among these initiatives, projects under evaluation include renewable energy supply (wind and solar), battery storage, geothermal energy, CO_2 transportation and storage captured in steelmaking; and low-carbon hydrogen as a substitute for natural gas in the process of direct reduction of iron ore.

The company has established a presence in the renewables sector by identifying, evaluating, and structuring pre-development options in wind power amounting to 1.5 GW in progress, aiming to supply clean energy to both existing facilities and new steel projects of the Techint Group in the region.

TechEnergy Ventures

TechEnergy Ventures (TEV) is the corporate venture capital fund established by Tecpetrol that aims to invest globally in early-stage tech companies, supporting their scaling capabilities.

Its objective is to contribute to the decarbonization of the Techint Group and to create new business opportunities. To this end, it invests in disruptive technologies related to lithium, carbon dioxide capture and utilization, hydrogen, clean energy, and long-duration energy storage, among others.

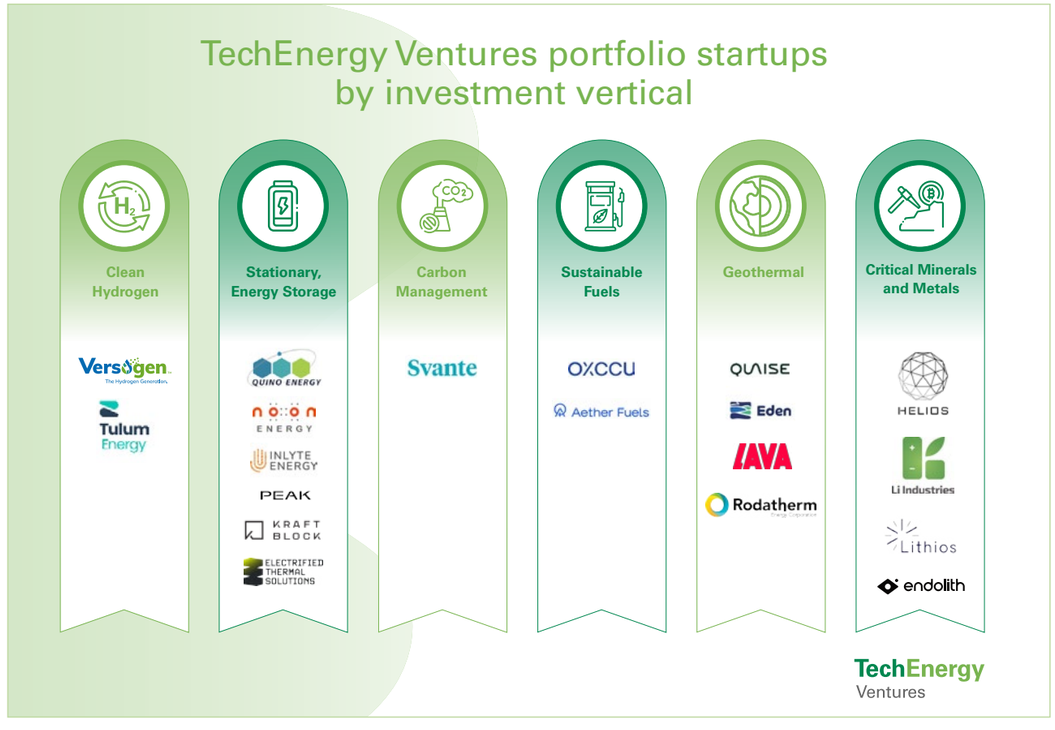
Portfolio details are provided in the ATTACHMENTS section.

Key verticals

Since its inception four years ago, over 2,100 opportunities have been reviewed within the energy transition verticals that align with the principal investment theses developed.

In 2025, two new investments totaling USD 5.5 million and five reinvestments amounting to USD 10 million were completed, maintaining a portfolio of 19 companies with a total invested capital of approximately USD 58.5 million.

TEV is committed to providing ongoing technical and business support to the portfolio companies. Currently, the fund serves on the board of various investee companies, either as a director or as an observer.



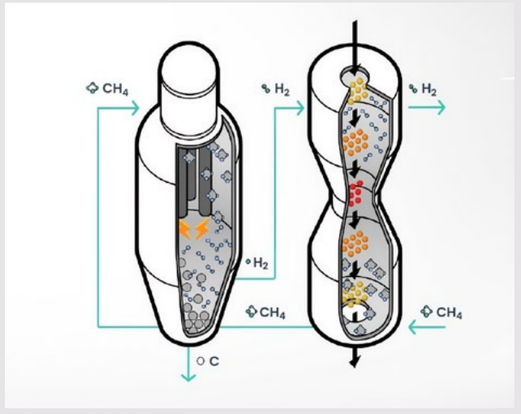
From concept to investment: Tulum Energy secures USD 27 million

The recent financing round marks a milestone for Tulum Energy, consolidating its operational autonomy after its inception under the umbrella of TechEnergy Ventures, the corporate venture capital arm of the Techint Group.

Tulum Energy, TechEnergy Ventures' first venture build company, closed a USD 27 million funding round to develop methane pyrolysis technology that produces turquoise hydrogen and solid carbon without CO_2 emissions.

This innovation seeks to accelerate industrial decarbonization by leveraging existing equipment and expertise to reduce costs and risks, with a pilot plant planned for the Ternium complex in Pesquería, Mexico.

The project represents a milestone in the Techint Group's energy transition strategy, combining industrial experience with the agility of a startup, supported by global investors



including CDP Venture Capital, TDK Ventures, MITO Technology, and Doral Energy Tech Ventures.

Tulum Energy exemplifies how the venture building model can unlock new pathways for sustainable innovation, harnessing the internal synergies of the Techint Group and laying the foundation for future developments aligned with the energy transition and industrial competitiveness.

To learn more, please click HERE.



CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

GRI 2-23, 2-24

Tecpetrol reaffirms its commitment to sustainable development through a comprehensive alignment analysis with the Sustainable Development Goals (SDGs), continuing to associate its key performance indicators, programs, and initiatives with the SDG targets to maximize those delivering the greatest impact on the objectives prioritized by its business. At the start of each chapter of this Report, such linkage is identified through tags.

Consistent with this approach, Tecpetrol, alongside other leading companies in the sector, participated in the update on the contribution of the Argentine Oil and Gas industry to the SDGs, an initiative promoted by the Argentine Institute of Oil and Gas (IAPG). This document presents the sector's contribution to the 2030 Agenda and includes a comprehensive survey of the Impacts, Risks, and Opportunities in sustainable development, offering a renewed strategic vision of the industry's role in fulfilling these objectives.

In addition, Tecpetrol actively participates in the "Conectando empresas con los ODS" program, led by the Argentine Business Council for Sustainable Development (CEADS). Within this framework, the company annually presents concrete initiatives that exemplify its effective contribution to the SDGs, reaffirming its commitment to generating shared value and fostering sustainable development within the sector.

PRIORITIZED SDGs 2025





ABOUT THIS REPORT

GRI 2-2, 2-3, 2-4, 2-5, 2-14

The seventh edition of Tecpetrol's Global Sustainability Report[3] details the performance for the period from January 1 to December 31, 2025, including comparative indicators corresponding to prior periods.

This report contains consolidated data from all entities included in the Financial Statements of Tecpetrol Investments S.L.U. and outlines economic, social, environmental, and governance performance in the countries where it operates: Argentina, Colombia, Ecuador, and Mexico. It also considers countries where it has some participation or presence: Bolivia, Chile, Italy, Peru, Spain, Uruguay, and Venezuela.

The consolidated financial information, which includes the company and its subsidiaries[4], was prepared in accordance with the International Financial Reporting Standards (IFRS) adopted for use in the European Union (IFRS-EU) and approved by European Commission regulations. Details of the main subsidiaries are included in the ATTACHMENTS section.

This report was prepared using:

- With reference to the GRI Standards (Global Reporting Initiative), Standards 2021 version, and considering relevant aspects of the sector standard GRI 11: Oil and Gas sector 2021.
- Sustainability Accounting Standards Board (SASB) of the industry: Oil and Gas - Exploration and Production.

[3] Published in April 2026.
[4] Subsidiary companies are all entities of which Tecpetrol has control, either directly or indirectly.

- Guide for sustainability reports of the International Petroleum Industry Environmental Conservation Association (IPIECA).

- Requirements of Law 11/2018 on non-financial information and diversity of Spain.

There have been no significant changes compared to the last published report, and any limitations to its scope are indicated throughout the document. Tecpetrol's management conducted a thorough review of the report to ensure that all content aligns with the company's comprehensive business vision.

Reinforcing its commitment to transparency, this Report was subject to an external verification process by PwC Argentina, including an analysis of the application of the GRI Standards, as well as the principles of content and quality. The assurance and scope of the review report are included on page 188 of this Report.

Additionally, this report reaffirms Tecpetrol's commitment to the Ten Principles of the United Nations Global Compact, which address human rights, labor, environment, and anti-corruption. Likewise, as every year, Tecpetrol S.A., a subsidiary company, submits a Communication on Progress describing efforts to integrate these principles into its strategy, culture, and daily operations. For further information, click HERE.

This initiative strengthens Tecpetrol's dedication to sustainability and to sharing relevant information with its stakeholders.

If you have comments or questions about this Global Sustainability Report, please send an email to: inverversores@tecpetrol.





STAKEHOLDERS

GRI 2-28, 2-29

Stakeholders are entities and/or individuals within Tecpetrol's environment that play a key role due to their direct connection to the company's ability to achieve its objectives and ensure long-term success. For this reason, maintaining effective communication with them is essential to understand their needs and concerns, enabling the company to incorporate these into its strategies and decisions.

Tecpetrol has identified the following stakeholder groups based on their potential to impact or be impacted, positively or negatively, by operational performance:

- Shareholders and risk rating agencies.
- Financial institutions.
- Governments.
- Employees.
- Customers.
- Suppliers.
- Local communities and indigenous peoples.
- NGOs.
- Trade union organizations.
- Media and public opinion.
- Business entities and chambers.

The company is committed to maintaining a close, transparent, and lasting relationship with each stakeholder group, fostering mutual understanding through continuous engagement and feedback. To this end, it employs various communication and dialogue channels, such as virtual meetings, internal newsletters, a transparent line for complaints, an exclusive email for suppliers, its website, and social media platforms, among others.

"At Tecpetrol, we believe the future of energy is built through collaboration, alongside those who make the region's industrial development possible every day".

Ricardo Ferreiro,
President E&P

Additionally, as part of its strategy, Tecpetrol engages with business entities and chambers that represent, defend, or work on projects of interest to the sector in the different countries where it operates. Details of the business entities and chambers it supports are included in the ATTACHMENTS section.

As part of its commitment to communication and transparency, Tecpetrol executives participated in industry events, including the following:



CERAWeek 2025

Global conference in Houston organized by S&P Global

Ricardo Markous, CEO of Tecpetrol, participated in the panel "Energy in Latin America: A quest for sustainability and growth," sharing key insights on Argentina's energy landscape and underscoring the pivotal role of Vaca Muerta in securing its future as a major energy supplier.

For further information, click HERE.



AmCham Energy Forum 2025

Organized by the United States Chamber of Commerce in Argentina

Ricardo Ferreiro, President of Exploration & Production, took part in the panel "Vaca Muerta as the foundation of energy development: efficiency, competitiveness, and scale for export," where he highlighted that the technical efficiency achieved establishes a reliable platform for scalable growth.

For further information, click HERE.



Vaca Muerta Insights in Neuquén

Event convening key leaders of the Oil & Gas sector, organized by EconoJournal, La Mañana de Neuquén, and Más Energía.

Ricardo Ferreiro also participated in the panel "New oil developments in Northern Neuquén" where he articulated his strategic outlook on the Neuquén Basin's current state and prospects. In addition, companies from Tecpetrol's "ProPymes" program took part in a panel addressing the value chain.

For more information, click HERE.



Midstream & Gas Day 2025

Organized by EconoJournal

Leopoldo Macchia, Vice President Commercial, contributed to a panel focused on regional gas integration, which explored how to enable Argentine gas to competitively and sustainably reach Brazil, thereby opening a new chapter in the Southern Cone's energy market.

For more information, click HERE.



15th edition of Argentina Oil & Gas (AOG)

Organized by the Argentine Institute of Petroleum and Gas (IAPG)

The objective of the event is to create a platform for exchange among companies and professionals throughout the sector's value chain. Tecpetrol participated with company leaders contributing to multiple panels and discussions.

For more information, click HERE.



Energy and the Future in Vaca Muerta

Congress held in Cutral Co, organized by the Neuquén Regional Faculty of the Universidad Tecnológica Nacional

Ricardo Markous provided insights into the potential of the Neuquén Basin, highlighting the company's commitment to innovation, the development of young talent, and sustainability.

For more information, click HERE.

Participation in such events enables Tecpetrol to exchange ideas, strengthen alliances, and maintain efforts towards an efficient and competitive global energy matrix.



MATERIALITY ANALYSIS

GRI 3-1, 3-2

Waste management, energy efficiency, and biodiversity protection are among the material topics identified by Tecpetrol.

Tecpetrol considers it essential to identify material topics to develop a robust sustainability strategy that addresses the expectations and information needs of its diverse stakeholders. Accordingly, the company is advancing in the identification and optimization of key information communication, engaging the relevant actors throughout the process.

To identify the material topics to report, in compliance with the requirements established by the GRI Standards, the following activities were undertaken:

- Collection of non-financial information required by different stakeholder groups: Meetings were held with the company's departments that relate to and receive inquiries from external stakeholder groups. Additionally, key representatives from each business cycle were consulted to determine topics to include in the agenda.

- Based on the potential material topics identified in the GRI O&G sector standard and the SASB industry standard (Exploration and Production), a situation and impact analysis of these topics on the organization was conducted.

- Benchmarking with industry peers to ensure that the main material topics considered were included.

This analysis was reviewed by the company's management for the preparation of the list shown on the following page, which reflects the prioritization of relevant topics for the business and its stakeholder groups during 2025.

LIST OF MATERIAL TOPICS IDENTIFIED ACCORDING TO ESG CRITERIA

Material topics	Universal Standards and Topic Standards	GRI Sector Standard Oil and Gas	SASB (E&P)
	Environmental		
Responsible management of water and effluents	GRI 303: Water and Effluents 2018 GRI 306: Effluents and Waste 2016 (306-3)	11.6 Water and effluents 11.8 Asset integrity and critical incident management	Water management critical incident risk management
Waste management	GRI 306: Waste 2020	11.5 Waste	
Energy efficiency	GRI 302: Energy 2016	11.1 GHG emissions	
Biodiversity protection	GRI 101: Biodiversity 2024	11.4 Biodiversity	Effects on biodiversity
Greenhouse gas (GHG) emissions	GRI 305: Emissions 2016	11.1 GHG emissions	Greenhouse gas emissions air quality
	Social		
Occupational health and safety management	GRI 403: Occupational Health and Safety 2018	11.9 Occupational Health and Safety	Workforce Health and Safety
Local communities	GRI 203: Indirect Economic Impacts 2016 GRI 413: Local Communities 2016 GRI 411: Rights of Indigenous Peoples 2016	11.14 Economic impacts 11.15 Local communities	Community relations
Training and education	GRI 404: Training and Education 2016	11.10 Employment practices 11.11 Non-discrimination and equal opportunities	
Diversity and inclusion	GRI 405: Diversity and Equal Opportunity 2016 GRI 202: Market Presence 2016"	11.11 Non-discrimination and equal opportunities 11.14 Economic impacts	
Employment practices	GRI 401: Employment 2016	11.10 Employment practices 11.11 Non-discrimination and equal opportunities	
	Governance		
Ethics, transparency and anti-corruption	GRI 205: Anti-Corruption 2016	11.20 Anti-Corruption	Business ethics and transparency
Economic performance	GRI 201: Economic Performance 2016	11.2 Climate adaptation, resilience and transition 11.14 Economic impacts 11.21 Payments to governments	Activity parameters
Risk management	GRI 2: General Disclosures 2021		
Supply chain management	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 409: Forced or compulsory labor 2016 GRI 414: Supplier Social Assessment 2016	11.14 Economic impacts 11.12 Forced labor and modern slavery	
Innovation and digital transformation	GRI 203: Indirect Economic Impacts 2016	11.14 Economic impacts	

ENVIRONMENT

Tecpetrol manages the environmental performance of its operations through a preventive approach and continuous improvement, addressing emissions, water, waste, and biodiversity to reduce impacts and create sustainable value.

IMPACT SDGs





ENVIRONMENTAL MANAGEMENT

GRI 2-23, 3-3
SASB EM-EP-540a.2

As part of its exploration, production, transportation, and distribution of hydrocarbons, as well as energy generation activities, Tecpetrol implements responsible environmental management across all its processes and operations. Guided by a principle of continuous improvement, the company systematically strives to progressively reduce the environmental footprint of its operations -including greenhouse gas (GHG) emissions, water use, land use, waste generation, and biodiversity impacts- through concrete, quantifiable actions tailored to its operational context. To achieve this, each task is meticulously planned, pre-activity studies are conducted prior to activity execution, continuous monitoring is established to mitigate impacts, and restoration efforts are carried out on affected areas.

The company maintains a Corporate Health, Safety, and Environment (HSE) Policy that is communicated to all employees and contractors. Additionally, it operates an HSE Management System that has been developed over the years as an effective way to identify and respond promptly to potential operational and environmental risks.

Furthermore, it implements a Corporate Environmental Management Standard (CEMS) that applies to all company operations, including contractors and subcontractors. Its main points are:

- Ensure compliance with the legal framework and the commitments undertaken.
- Minimize the environmental impact resulting from operations, facilities, and activities.
- Manage the identification, evaluation, control, and measurement of significant socio-environmental aspects related to the activities.
- Reduce the environmental footprint of activities.
- Monitor and control environmental performance through defined indicators and guidelines.
- Strengthen the sense of ownership and responsibility for environmental management at all levels of the organization.

Environmental management is structured under the HSE Department, which manages the CEMS, conducts reviews, and fulfills the advisory role for the different operations.

This framework provides the corporate guidelines that enable Tecpetrol to implement best environmental practices concerning resource management and existing risks, as well as to comply with the applicable legal and regulatory requirements in each country where it operates. Moreover, all employees, contractors, and subcontractors are required to demonstrate visible involvement and commitment to environmental matters and possess knowledge of the CEMS.

In order to ensure effective environmental management in operations and new projects, various processes are implemented:

PLANNING	EXECUTION OF ACTIVITIES	CONTROL OF PERFORMED ACTIVITIES
• Evaluation of environmental aspects and impacts • Operational control • Regulatory compliance • Establishment of environmental objectives and goals • Identification and analysis of stakeholders • Ensuring the availability of the resources required for the execution of environmental management	• Document control • Training and development • Preparation and response to the emergencies • Communication on the environmental performance of the company • Registration of participation, consultation and engagement instances with stakeholders	• Environmental monitoring program • Calibration and certification • Verification of legal compliance • Evolution of environmental performance • Environmental audit • Site inspections • Findings, corrective and preventive actions • Records

These processes are complemented by periodic reviews, in which information from the aforementioned activities is collected and consolidated for a comprehensive evaluation by the HSE Department. Based on this analysis, progress in corporate environmental management and opportunities for improvement are identified, and the conclusions are reported to the departments involved.

Aligned with its environmental management strategy, Tecpetrol has defined targets to reduce the intensity of scope 1 and 2 GHG emissions, as well as water extraction intensity.



ENERGY EFFICIENCY

GRI 2-4, 3-3, 302-1, 302-3

Within Tecpetrol, operational energy consumption derives from three non-renewable energy sources: fuel consumption, self-generated electricity, and electricity procured from third parties.

In 2025, significant advancements were consolidated in greenhouse gas emissions management, and the update of all emission sources across Tecpetrol's operations was completed in accordance with the 2021 API Compendium, ensuring a more reliable quantification of GHG emissions and associated energy. To this end, specific conversion factors (calorific powers) have been applied for each fuel type and operation. For further information, please refer to the Emissions section.

Consumption by energy source in GJ	2025	2024*	2023*
Liquid fuels	1,068,083,359	907,873,240	981,721,291
Diesel	1,067,194,108	906.,887,740	980,894,802
Gasoline	8,909	4,299	3,726
Others (crude oil)	880,342	981,201	822,763
Natural gas	56,154,955	58,982,580	59,335,545
Purchased electricity	3,884	15,931	12,796
Total	1,124,242,197	966,887,682	1,041,082,429

* Restatement of information due to updates to the calculation tool and emission sources.

During the year, self-generation predominantly met operational requirements, resulting in the fourth consecutive year of reduced electricity procurement from third parties.

The total energy consumption in operations amounted to 1,124,242,197 GJ, representing an increase compared to the previous year. This increase is directly attributable to enhanced activity in the Neuquén Basin, specifically associated with the development of Los Toldos II Este.

Energy intensity also exhibited an increase in 2025 relative to preceding years, primarily due to certain operations -such as Golfo de San Jorge- reducing production while energy consumption remained relatively unchanged.

Energy intensity (GJ/GJ)*	2025	2024***	2023***
Energy intensity**	2.94	2.42	2.64
Energy Intensity – Electricity generation	1.78	1.76	1.84
Energy Intensity – Exploration & Production	3.03	2.47	2.70

* Corresponds to energy consumed (utilized) relative to the energy generated.
** Energy intensity for lithium operations is excluded, as these remain at the exploration phase.
*** Restatement of information due to changes in units of measurement, with values calculated based on production expressed in energy (GJ), and updates to the calculation tool and emission sources.





EMISSIONS

GRI 2-4, 3-3, 305-1, 305-2, 305-4, 305-5
SASB EM-EP-110a.1, EM-EP-110a.2, EM-EP-110a.3

Tecpetrol defined the target to reduce the intensity of scope 1 and 2 GHG emissions from its E&P operations by 5% by 2028, compared to 2023 levels[5].

In 2025, a 3.8% Reduction in the intensity of E&P emissions was achieved compared to the baseline year.

Through operational improvements, technology incorporation, and continuous monitoring, the company drives actions to reduce its greenhouse gas footprint and advance toward more efficient operations.

Tecpetrol quantifies GHG emissions associated with its operations, following international industry standards, notably the guidelines of the GHG Protocol (2004), API Compendium (2021), US EPA's GHG Emission Factors Hub (2025), and IPCC Guidelines (2006).

The company calculates GHG emissions using the operational control approach, which accounts for emissions directly attributable to operations under the company's control. The gases considered are CO_2, CH_4, N_2O, and certain hydrofluorocarbon (HFC) refrigerants used in operations. The emissions calculation covers scopes 1 (direct emissions) and 2 (indirect emissions).

In 2025, Tecpetrol, through external consultants, optimized its calculation tool and updated the emission sources from its operations, enabling a more precise and reliable quantification of GHG emissions and energy consumption.

Updating the calculation tool involved revising emission factors, updating the global warming potential of gases, and including emission sources identified during the survey. Therefore, historical values of GHG emissions and energy consumption were corrected.

[5] GHG emission reduction targets were set according to Chapter 11 of the GHG Protocol and based on analysis of information including historical GHG emissions data, projections of future GHG emissions, and benchmark.

Emission generation*	2025	2024**	2023**
Direct GHG emissions (scope 1) in tCO_2e	3,493,435	3,672,820	3,672,820
Indirect GHG emissions (scope 2) in tCO_2e	568	1,090	872

* The Global Warming Potential (GWP) used for the calculations is based on the IPCC Sixth Assessment Report (AR6, 2024), considering a 100-year time horizon.
** Restatement of information due to updates to the calculation tool and emission sources.

Approximately 90% of the reported scope 1 GHG emissions correspond to combustion processes. The remainder corresponds to process and venting emissions, as well as fugitive emissions. Approximately 15% of the reported scope 1 GHG emissions from E&P are associated with methane.

Emissions intensity

The following table shows the scope 1 and 2 GHG emissions intensity recorded per unit of production:

GHG emissions intensity scope 1 and 2	Unit	2025	2024**	2023**
Emissions Intensity*	tCO_2e/GJ	9.15	9.20	9.31
Emissions Intensity - Electricity generation	tCO_2e/MWh	0.36	0.35	0.37
Emissions Intensity - Exploration & Production	$kgCO_2e/boe$	14.08	14.51	14.64

* Calculated as the direct emissions from scope 1 and scope 2 divided by the production unit of each operation. E&P production (boe) and electric energy (kWh) converted to Gigajoules (GJ).
** Restatement of information due to updates to the calculation tool, emission sources, and changes in the units of measurement of the indicators.

Aerial emissions measurement for enhanced environmental management

In the Neuquén Basin, a GHG emissions (CH_4 and CO_2) measurement campaign was conducted using laser technology flights over 57 facilities, which enabled the identification of emission sources and comparison of results with theoretically quantified values.

The results were used to guide optimizations and as additional input for the review and update of the GHG emissions calculation tool.

Key mitigation actions in each operation

ARGENTINA

Neuquén Basin

- **In Los Toldos**, the flash gas associated with the condensate from a temporary processing plant was captured, which was previously flared, resulting in an **estimated reduction of 39,426 tCO_2e over a projected year and a half of operation**.
- The crypto-energy project continues to operate and was selected by Columbia University as an international case study. The project was initiated in a context of limited infrastructure and few options for gas evacuation, where it was decided to use the available gas as fuel for motor generator sets powering data centers for cryptocurrency mining. The outcome is reduced emissions, increased crude oil production, and support for economic development through the creation of new jobs. To see the full report and learn more about this initiative, click HERE.
- **At Fortín de Piedra**, a continuous leak monitoring management was implemented at the plant, using priority leak detection equipment (Optical Gas Imaging cameras) as both a safety measure and a tool to monitor greenhouse gas emissions indicators, enabling their ongoing control and management.
- Following a performance analysis, the number of unplanned shutdowns in the export motor compressor and battery units was reduced, leading to decreased production losses and fewer internal compressor ventings. Additionally, engine fueling was optimized, reducing fuel consumption. It is estimated that these actions generate **a reduction of 1,100 tCO_2e per year**.
- A test was conducted on a fracturing set using bifuel pumps, which operate with a mixture of gas and diesel instead of diesel alone. The test was carried out with five pumps and showed **an estimated 13% reduction in the GHG emissions of the process**. The objective is to gradually increase the number of bifuel pumps until the entire operation is covered.

Noroeste Basin

- **In Campo Durán**, direct emissions produced by fuel gas flaring were reduced by changing the starting system of compressor motors. This was achieved by replacing fuel gas with compressed air as the driving element. Thus, it is estimated that **95 m^3/month of fuel gas was reduced at the plant**.
- **At Base Lomitas**, 100% of the conventional air conditioning equipment was replaced with inverter technology. Thus, it is estimated that air conditioner **electricity consumption was reduced by 22%**.

MEXICO

- **At the Misión Block**, Tecpetrol continued implementing the Leak Detection and Repair (LDAR) Program at operational facilities, achieving full compliance with the program -a key requirement for preventing and comprehensively controlling methane emissions.
- **At the Pesquería Power Plant**, the implementation of the LDAR program was also maintained, and three hybrid vehicles were acquired. Their use helps to reduce the consumption of fossil fuels and the emissions associated with them.







ECUADOR

- The operation joined the Ecuador Carbono Cero program, an initiative led by the country's Ministry of Environment, Water, and Ecological Transition (MAATE for its acronym in Spanish), which aims to promote and encourage the implementation of measures and actions within the production and service sectors to quantify and reduce GHG emissions generated in their various processes and activities.

COLOMBIA

- **At Campo Pendare**, a new system for gas capture and controlled flaring was put into operation. This system safely and efficiently manages the gas produced as a byproduct of extraction, minimizing its environmental impact.

"We do it because it matters": Tecpetrol's approach to emissions reduction

The company constantly seeks new ways to reduce its emissions in one of Latin America's most active energy basins. Through practical innovation, open data, and an environmental culture that grows every day, it demonstrates that responsible oil and gas production can continue without losing sight of global sustainability goals.

As one of the region's leading energy producers, Tecpetrol fully understands the weight and responsibility this role carries. This commitment is founded on a corporate strategy for managing greenhouse gas (GHG) emissions, ensuring coherence and effectiveness across all operations.

This mindset is evident throughout the operations: from field electrification to advanced leak detection and programs that strengthen environmental culture. Step by step, the company is establishing a more rigorous and proactive GHG management.

To learn more, click HERE.





RESPONSIBLE WATER MANAGEMENT

GRI 2-4, 3-3, 303-1, 303-2, 303-3, 303-4, 303-5
SASB EM-EP-140a.1, EM-EP-140a.2

Tecpetrol promotes optimizing water consumption, one of the main natural resources used in various productive and non-productive activities. Additionally, it monitors and assesses the different sources utilized.

The company recognizes the importance of water and is committed to its care; therefore, it periodically evaluates new alternatives and improvements to increase reuse and reduce water extraction from natural sources across all its operations.

Tecpetrol has set a target to reduce water extraction intensity by 10% in its E&P operations by 2028, compared to 2023 levels.

Comprehensive water management initiatives implemented in 2025

ARGENTINA

→ In Salta, at El Tolillar, remediation and sanitation on a pre-existing wastewater disposal pond (prior to Tecpetrol's operations) were carried out. During and after the process, soil samples and analyses were conducted to ensure the area was free of contaminants or any substances not naturally present in the environment.

COLOMBIA

→ At the Central Processing Facility (CPF), rainwater collection was implemented for use in concrete mixing and road watering, helping to control suspended particulate matter.

→ In compliance with Colombian regulations, the wastewater treatment plant was expanded by adding flocculation, coagulation, and disinfection processes to the existing system. In addition, drying beds were commissioned to enable the use of dewatered sludge as an organic fertilizer.

ECUADOR

- → The Guarumo wastewater treatment plant was upgraded to increase its operating capacity.
- → Water reinjection continued at the Secoya station for secondary recovery, including water used in drilling and the black and grey water from the workover equipment.

Water extraction

All water sources used by Tecpetrol have supply points authorized by the applicable local authorities. In cases of intensive water use, such as in unconventional operations, studies of potencial sources and availability analyses are conducted to avoid hindering existing and potential uses.

With respect to groundwater, Tecpetrol extracts water from the following geological formations:

- **Patagonian Formation** in Golfo San Jorge, Argentina.
- **Neuquén Group** in Agua Salada, Argentina.
- **Bajo Río Bravo Aquifer** in Misión, Mexico.
- **Guayabo Formation** in Colombia.

The company's water withdrawal (excluding produced water), both in absolute terms and intensity, experienced a slight increase during 2025, mainly due to increased activity in the Neuquén Basin and the commissioning of an amine plant in Ramos (Noroeste Basin), as part of the gas treatment process.

Total water withdrawal (Ml)	2025	2024	2023
Surface water	2,876.0	2,884.6	2,231.5
Groundwater	263.7	316.7	370.6
Network water and others*	6,056.7	5,870.5	6,402.5
Total water withdrawal (excluding produced water)	9,196.4	9,071.8	9,004.7
Produced water	14,611.1	16,212.1	14,622.7
Total water withdrawal	23,807.5	25,283.9	23,627.3
Third-party water**	6,321.5	6,054.5	6,809.8

* Includes water extracted from the network and treated industrial water.
** Includes 'Network water and others', as well as water supplied by third-parties.

Total water withdrawal, according to the following categories (Ml)	2025	2024	2023
Freshwater*	3,143.9	3,204.2	2,613.7
Other water sources**	20,663.5	22,079.7	21,013.7
Total	23,807.5	25,283.9	23,627.3

* Includes surface water, groundwater, and network water, excluding water from the treatment plant for Pesquería Power Plant.
** Includes produced water and water from the treatment plant for the Pesquería Power Plant.

Water source extraction, by country and operation	2025	2024	2023
Argentina	34%	35%	28%
Golfo San Jorge	1%	1%	1%
Neuquén Basin	33%	34%	27%
Noroeste	0.2%	0.1%	0.1%
Colombia	0.2%	0.4%	0.4%
Ecuador	0.1%	0.1%	0.2%
Mexico	66%	65%	71%
Pesquería	66%	65%	71%
Reynosa	0.01%	0.01%	0.10%
Total	100%	100%	100%

Water extraction intensity per production unit*	2025	2024**	2023**
E&P (m^3/m^3 equivalent oil production)	0.34	0.28	0.27
Electricity generation (m^3/MWh)***	0.81	0.74	0.84
Total (m^3/GJ)****	0.024	0.023	0.023

* Excludes produced water.
** Restatement of information based on production from Tecpetrol's various business units.
*** Refers to reused water from third parties (water from the treatment of wastewater from the public system).
**** Includes exploration and production, electricity generation, and lithium exploration operations.

Tecpetrol operations in Misión and Pesquería (Mexico) are located in areas classified as "High" water stress, while lithium operations in the Guayatayoc Salt Flat (Argentina) fall within an "Arid and low water use" zone, according to the Baseline Water Stress classification defined by Aqueduct. These classifications are reflected in the indicators presented below.

Specifically, the Pesquería Power Plant uses water from the treatment of municipal wastewater at the Dulces Nombres plant for all its processes. Within the Power Plant, the water undergoes additional treatment to meet the required specifications for its processes.

Total water withdrawal in water-stressed areas (Ml)	2025	2024	2023
Surface water	1.3	0.06	-
Groundwater	1.2	0.02	4.7
Network water and others*	6,052.8	5,868.7	6,397.0
Total water extraction (excluding produced water)	6,055.3	5,868.8	6,401.n7
Produced water	11.5	44.6	43.2
Total water extraction	6,066.8	5,913.4	6,444.9
Third-party water**	6,053.5	5,870.5	6,401.6

* Includes water withdrawn from the water network and water reused from third parties.
** Includes 'Network water and others' and water supplied by third-parties.



Water consumption (excluding produced water)

The following presents the water sources used in Tecpetrol's operations and their respective proportions. As previously mentioned, at the Pesquería Power Plant, all water used is sourced from treated municipal wastewater.

Total water consumption (Ml)	2025	2024	2023
Total water withdrawal	9,196.4	9,071.8	9,004.7
Total water discharged	105.8*	660.5	n/a
Total water consumption	9,090.6	8,411.3	9,004.7
Total water consumption in water-stressed areas	5,973.1	n/a**	n/a**

* Excludes water used for irrigation and water discharged into the distribution network.
** Restatement of information: due to a change in criteria implemented in 2025, the corresponding value cannot be restated.

Water consumption by source	2025	2024	2023
Surface water (rivers and lakes)	31%	32%	25%
Groundwater (water-producing wells)	3%	3%	4%
Reused water from third parties (municipal wastewater treatment plant)	66%	65%	71%

Final water disposal (excluding produced water)

Final disposal of the water used in the processes is always carried out in compliance with the regulations applicable to each site, with a priority on resource reuse. After use, the water is treated, monitored, and then either used for irrigation and sprinkling on properties or roads, or discharged in a controlled way into surface water bodies, injection wells, or evaporation ponds. Water that is not treated at the company's own facilities is collected by authorized contractors for transport, treatment, and final disposal.

Water discharge by destination (Ml)	2025
Surface water	102.3
Groundwater	3.5
Total water discharge*	105.8
Total water discharge in water-stressed areas	93.5

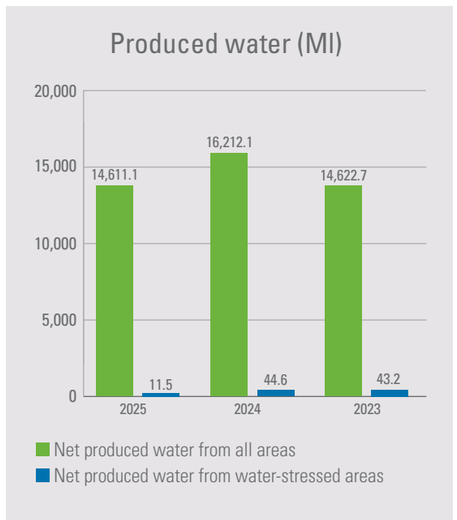
* Excludes water used for irrigation and water discharged into the the sewer system.

Generation of produced water and flowback

Hydrocarbon production results in the generation of produced water, which may contain hydrocarbon residues, salts, and other substances.

In addition, in the unconventional operations the company carries out in the Neuquén Basin, along with produced water, flowback fluid is generated as a result of hydraulic fracturing activities. This has characteristics similar to produced water and, therefore, is managed under the same guidelines.

Produced water varies depending on the type of operation. The following table shows the relative contribution of each country and operation to the total produced water.



Agua de producción, por país y operación	2025	2024	2023
Argentina	24.1%	35.1%	39.8%
Golfo San Jorge	11.7%	24.8%	28.9%
Cuenca Neuquina	11.1%	9.1%	9.1%
Noroeste	1.3%	1.2%	1.8%
Colombia	48.0%	38.2%	28.3%
Ecuador	27.7%	26.5%	31.6%
México	0.1%	0.3%	0.3%
Reynosa	0.1%	0.3%	0.3%
Total	100%	100%	100%

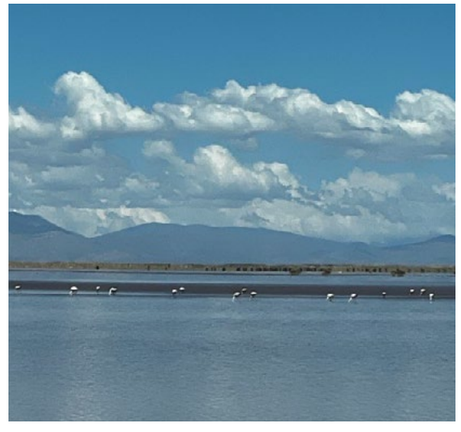
Produced water and flowback that have not been used for secondary recovery are injected into different underground formations authorized as final disposal sites, in compliance with the authorized regulatory agency, where they remain confined.

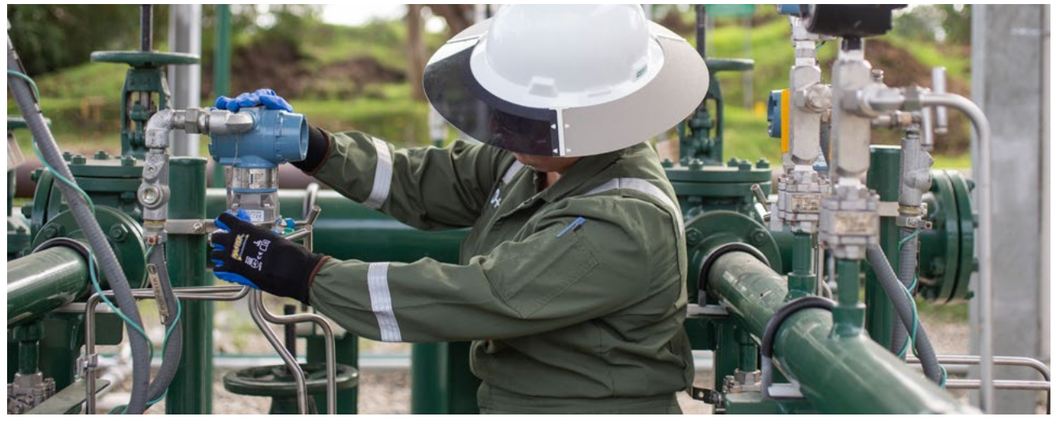
Injection into confined reservoirs is subject to prior licensing and permitting processes with the environmental and water authorities of each jurisdiction. For its execution, studies of injector well architecture, injection pressures and flow rates, cementing programs, and hydraulic tests are presented. During the operational phase, these wells and the receiving reservoir are monitored to detect any anomalies.

Destination of produced water (Ml)	2025	2024	2023
Reinjected for secondary recovery	3,104.7	5,842.6	6,226.5
Injection into disposal wells	11,787.9	10,667.0	8,536.8
Total	14,892.5	16,509.6	14,763.3

During 2025, secondary recovery activities took place in the operations of the Neuquén Basin, Golfo San Jorge, and Ecuador.









SPILL CONTROL

GRI 3-3, 306-3 (2016), GRI O&G 11.8.3
SASB EM-EP-160a.2, EM-EP-540a.1, EM-EP-540a.2

Tecpetrol implements a preventive monitoring system focused on the early detection of potential environmental incidents through process risk analysis studies conducted at its facilities, which lead to preventive recommendations. Additionally, the company performs integrity and preventive maintenance work, as well as monitoring the possible causes of spills and leaks.

If an incident occurs, established procedures are activated to ensure prompt intervention. In the case of spills, clean up is carried out either manually or with assistance, depending on the context, followed by the transfer of the resulting waste to on-site or authorized external facilities. At these sites, a biological method is applied that accelerates the biodegradation process, helping to preserve local vegetation and mitigate any potential contamination, thereby reducing the generation of environmental liabilities at operational sites.

From a legal perspective, the notification of a spill occurrence to the relevant regulatory authorities is carried out in accordance with the applicable regulations in each country where Tecpetrol operates.

The spill values recorded are as follows:

Spills	2025	2024	2023
Number of incidents (gross volume > 1 barrel)	108	218	220
Number of incidents (net volume > 1 barrel)	41	68	n/a
Gross volume (m^3)	169	497	262
Net volume (m^3)	36	45	n/a
Gross volume per incident (m^3)	1.6	2.3	1.2
Net volume per incident (m^3)	0.9	0.7	n/a

The gross volume corresponds to the total volume spilled, while the net volume represents only the fraction containing hydrocarbons. Most spills are essentially composed of produced water with a significant salinity nivel.

In 2025, the number of spills exceeding one barrel decreased compared to previous years due to reduced activity in the Golfo San Jorge Basin.

In 2025, the number of spills with a net volume exceeding one barrel decreased by approximately 40% compared to the previous year.

Level 1 and level 2 process safety events

In 2025, 17 Process Safety events were recorded. According to the classification criteria established by the International Association of Oil & Gas Producers (IOGP), none of that year's Tier 1 or Tier 2 events involved personal injuries or facility damage caused by fires or explosions.

All events involving loss of primary containment were analyzed in accordance with IOGP Recommended Practice 456.

Safety incidents by category and activity	2025	2024
Safety incidents Tier 1	3	2
Production and processing	3	2
Safety incidents Tier 2	14	12
Transportation (pipeline)	3	5
Transportation (truck)	2	1
Production and processing	8	5
Storage	1	1
Total safety incidents	17	14



WASTE MANAGEMENT

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

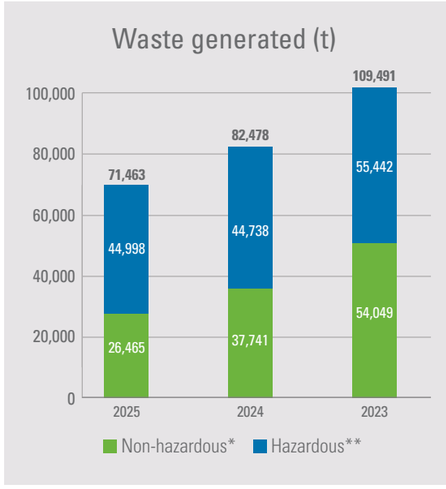
Waste management is a key pillar of Tecpetrol's environmental strategy. Across all its operations, the company undertakes the identification, classification, and comprehensive management of waste, in compliance with current regulations and applicable requirements.

In upstream operations within the hydrocarbon industry, most waste is generated from drilling activities, producing rock cuttings and muds that require proper management.

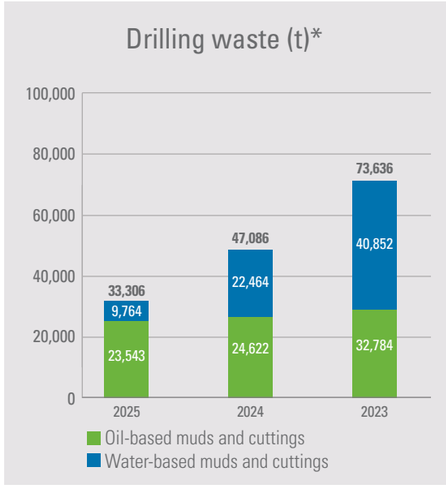
For water-based muds and cuttings, after analyzing their properties and conditioning them, their reuse as fill material to rehabilitate impacted quarry surfaces can be considered. Oil-based muds and cuttings, meanwhile, undergo treatment to ensure they reach inert conditions before disposal.

Another significant waste stream corresponds to municipal solid waste (MSW), primarily generated in the company's offices, camps, and cafeterias, which are destined for recovery processes or final disposal.

The generation of hazardous waste is related to the management of tank bottoms, as well as waste originating from production, maintenance, and remediation activities. All these waste streams are managed by specialized providers for treatment and final disposal in compliance with local regulations.



* Includes special handling waste, municipal solid waste, and water-based muds and cuttings (originating from drilling activities and from the Pesquería Power Plant).
** Includes hazardous waste and oil-based muds and cuttings generated from E&P activities.



* Includes only oil-based and water-based muds and cuttings generated from E&P activities.

The total waste generated in 2025 decreased compared to previous years, mainly regarding water-based muds and cuttings, due to the reduction of drilling activities in Colombia and Ecuador.

Treatment and final disposal systems

Each waste stream generated is segregated and stored at Tecpetrol facilities, in areas specifically prepared for this purpose. Hazardous and special handling wastes are transferred to external treatment plants where they are processed and managed according to their characteristics. For non-hazardous waste, classification at the source is carried out, promoting recovery. Specifically, in the Golfo San Jorge Basin and at Fortín de Piedra (Neuquén Basin), wastes are processed *in situ* for valorization.

Final disposal depends on the type of product resulting from the treatment. The main destinations are confinement in sanitary or secure landfills, as appropriate; restoration of impacted sites, such as aggregate quarries; and recovery of useful streams, such as plastics, cardboard, recyclable metals, and uncontaminated wood, among others.



Waste not intended for disposal (t)	Valorization process	2025	2024	2023
Non-hazardous*	Recycling	120.2	82.9	149.8
Hazardous	Recycling	1.1	7.9	0.1
Total		121.3	90.8	149.9

* Includes recycling of special management waste and municipal solid waste.

Waste intended for disposal (t)	2025	2024	2023
Non-hazardous	26,344	37,658	53,899
Hazardous	44,997	44,730	55,442
Total	71,341	82,388	109,341

Waste by disposal operations (t)	2025		2024		2023	
	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous
Incineration (without energy recovery)	4	13	8	100	-	45
Transfer to landfill*	16,577	35,340	17,889	38,204	26,269	49,979
Other disposal operations**	9,763	9,644	19,761	6,426	27,630	5,418
Total	26,344	44,997	37,658	44,730	53,899	55,442

* Includes transport to secure landfills or sanitary landfills.
** Includes transport to soil/quarry landfills and recycling/reuse.

Drilling waste designated for disposal (t)	Operation type	2025	2024	2023
Oil-based muds and cuttings	Transfer to landfill*	23,543	24,622	32,784
Water-based muds and cuttings	Transfer to landfill**	1***	13,303	13,222
	Other disposal operations****	9,763	9,161	27,630
	Total	9,764	22,464	40,852

* Includes oil-based muds and cuttings destined for secure landfills and sanitary landfills.
** Includes water-based muds and cuttings from E&P activities destined for secure landfills and sanitary landfills.
*** Reduction due to decreased drilling activities in Colombia and Ecuador.
**** Includes water-based muds and cuttings from E&P activities destined for soil/quarry landfills.

Cleaning and recycling initiatives conducted in partnership with collaborators

ARGENTINA

At Fortín de Piedra, on-site MSW management began using specialized machinery and personnel, promoting waste valorization. Some activities include: composting organic waste and preparing materials for recycling (plastic shredding, paper and cardboard compaction, and wood chipping).



A project was conducted to review lightly used prefabricated parts that were taken out of operation for various reasons, aiming to recover high-schedule or thick-wall piping fittings. This helped avoid purchasing new fittings and **prevented emissions associated with their manufacturing**.

COLOMBIA

As an initiative to reduce paper usage, an evaluation application was developed to validate the knowledge acquired by operators, technicians, and contractors following training. It is estimated that annually this **saves the equivalent of 3.5 trees and more than 7,800 liters of water**.

ECUADOR AND MEXICO

At Campo Libertador in Ecuador and the Pesquería Power Plant in Mexico, recyclable waste sorting was optimized at the source through the addition of new sorting points. This initiative was complemented with informative talks on how to sort recyclable waste and its impact.

Clean-up day

As every year, September was celebrated as the clean-up month through the "Clean Up The World" campaign promoted by the United Nations, aiming to promote cleanliness and environmental conservation.

Tecpetrol has joined this initiative for several years, organizing clean-up days at all its sites and offices, with the objective of raising awareness and encouraging good environmental practices in operations. In 2025, a total of 415 people participated, recovering approximately 14 tons of waste.





BIODIVERSITY PROTECTION

GRI 3-3, 101-2, 101-4, 101-5
SASB EM-EP-160a.1, EM-EP-160a.3

Tecpetrol promotes the conservation of habitats and biodiversity through preventive, mitigative, and/or corrective actions addressing undesired impacts. To achieve this, it develops various environmental management instruments (EMIs) -such as environmental impact assessments (EIAs) and environmental management plans- both when defining new sites and throughout the ongoing management of existing facilities. This approach integrates conservation measures into decision-making processes and the monitoring of environmental performance.

The company's operational EMIs assess ecosystems, the area's physical characteristics, and the presence of local communities in order to determine the area's environmental sensitivity. This diagnosis includes a review of flora, fauna, soils, water resources, and sociocultural aspects that form the baseline for defining natural resource management measures. Before operations begin, an analysis of the baseline of the area's various components is conducted, along with the identification and assessment of environmental impacts. Based on this diagnosis and the requirements set out in the Corporate Environmental Management Standard, management, control, and monitoring actions are established and implemented throughout the entire life cycle of the operation.

According to the EMIs, all Tecpetrol operational sites have been identified as having a potentially significant impact on biodiversity, with the significance assessed for each project, primarily due to the land clearing for the construction of roads, well pads, and facilities. This is linked to the nature of the company's core activities, which are hydrocarbon exploration and production, as well as the fact that other operations include electric power generation and lithium exploration. Currently, the entire Tecpetrol facilities occupy an area of 175.4 hectares, representing 1% of the concessioned areas. These are located away from protected areas, except for Libertador (near the "State Forest Heritage: Unit 1 Cabecera Cuyabeno," Ecuador) and the Noroeste Basin (close to Laguna Pintascayo Provincial Park and the Acambuco Provincial Flora and Fauna Reserve, both in the province of Salta, Argentina). The company never conducts its operations within protected areas.

The company applies the mitigation hierarchy based on avoiding and minimizing impacts and, when appropriate, restoring or compensating. This methodology is integrated from the initial design stages through project closure, strengthening impact prevention and the rehabilitation of affected areas.

To avoid and minimize negative impacts on biodiversity and directly related stakeholders, management relies on adherence to the Corporate Environmental Management Standard and careful planning of operational activities. This includes implementing operational controls, responsibly managing inputs and waste, using water efficiently, maintaining continuous environmental supervision during operations, and carrying out periodic environmental monitoring. The analysis of the results from these monitoring activities allows for adjusting operational practices and strengthening the implemented prevention and mitigation measures.

Likewise, if necessary, Tecpetrol implements restoration and compensation practices according to the local and operational context.



ARGENTINA

- In the Neuquén Basin, the company continues working on assisted habitat revegetation. Given the climatic and natural characteristics of the area, the most commonly implemented projects for this assisted revegetation involve soil plowing to restore and enhance the vegetation layer in areas affected by the company's activities. In this regard, 6.56 hectares of pipeline routes were scarified.
- In the Golfo San Jorge Basin, 3,870 individuals were rescued: 2,025 of the species *Grindelia chiloensis* and 1,845 of the species *Senecio*. Meanwhile, 3,180 individuals of the species G*rindelia chiloensis*, *Senecio filaginoides*, *Senecio bracteolatus*, and *Schinus johnstonii* were planted through MIDAmbiente, restoring 0.32 hectares.

MEXICO

- At the Pesquería Power Plant, 1,867 individuals were planted in an area of 0.42 hectares through Geoprospect. In addition, 103 individuals of 26 different species were rescued.
- In Reynosa, 2,784 specimens were planted across an area of 6.66 hectares, with various species, including ebony (*Ebenopsis ebano*). This activity was carried out jointly with the company GEMA.

COLOMBIA

- At Campo Pendare, 80,739 individuals of native species were planted, revegetating an area of 51.34 hectares. The revegetation and maintenance of these areas are carried out by the companies Ecoflora and Invafociv.

The revegetation activities in Reynosa (Mexico) and in CPO7 and CPO13 in Campo Pendare (Colombia) are associated with the environmental permit requirements for the operations conducted in compliance with applicable regulations. These restoration initiatives aim to strictly meet the deadlines established in the environmental permits and are implemented following best practices, such as using native species and conducting periodic monitoring. Other activities developed correspond to initiatives driven by the operations and are not connected to third-party certification.

From a preventive standpoint and with a focus on conserving soil and natural areas, the company pays special attention to paleontological remains that may be found in its operational sites. Tecpetrol maintains a close relationship with professionals in this field, who oversee the discoveries made in recent years. In this regard, support has continued for the paleontological studies conducted by the Senillosa Museum in the Los Bastos area, Neuquén, Argentina.

As part of its biodiversity management strategy, Tecpetrol continuously identifies and monitors the presence and conservation status of protected species or those of interest for conservation within its concession areas.

ARGENTINA

- In the Noroeste Basin, three species are protected: the jaguar (*Panthera onca*), listed as "Near Threatened"; the tapir (*Tapirus terrestris*), classified as "Vulnerable"; and the plant Oran Pitcairnia (*Pitcairnia oranensis*), belonging to the bromeliad family, which is categorized as "Critically Endangered" according to the International Union for Conservation of Nature (IUCN).







- In lithium operations in the north of the country, two species are registered as protected. The lesser rhea (*Rhea pennata*), which is classified as "Least Concern," and the Andean flamingo (*Phoenicoparrus andinus*), which is "Vulnerable" according to the IUCN.

MEXICO

- At the Pesquería Power Plant, six protected species have been recorded. According to applicable Mexican regulations, two of them are classified as "Special Protection": the diamond-backed rattlesnake (*Crotalus atrox*) and the Texas night snake (*Hypsiglena jani*); and four are classified as "Threatened": Berlandier's tortoise (*Gopherus berlandieri*), the checkered garter snake (*Thamnophis marcianus*), the coachwhip snake (*Masticophis flagellum*), and the Mexican false coral snake (*Lampropeltis annulata*). All of them are classified as "Least Concern" according to the IUCN.

ECUADOR

- In Libertador, two species are classified as protected: the giant otter (*Pteronura brasiliensis*), which is "Endangered," and the telamon beetle (*Coprophanaeus telamón*), classified as "Least Concern" according to the IUCN.

The activities Tecpetrol carries out to manage its impacts on biodiversity not only help minimize the impacts on the ecosystems where it operates, but also contribute to reducing greenhouse gas emissions, a key aspect of the energy transition.

Participatory Environmental Monitoring

At the lithium operations in Argentina, Participatory Environmental Monitoring activities were conducted with communities at the El Tolillar and Hombre Muerto projects (Salta), and Guayatayoc (Jujuy). The monitoring included analysis of the main environmental components relevant to comprehensive project management, including flora, fauna, and limnology. This ensured compliance with current regulations in each jurisdiction and verified the conservation status of biodiversity according to the baseline of the projects.



Biodiversity records of scientific relevance

In the Noroeste Basin (Salta), records of flora and fauna species of special importance for the region were documented.

In the Aguaragüe Mountain Range, botanical discoveries were made in areas operated by Tecpetrol, including two species from the Asteraceae family and Gloxinia major, previously considered endemic to Bolivia. These records broaden knowledge of the regional flora's distribution and may be linked to the area's low level of anthropogenic disturbance in the area.

At the Ramos and Chango Norte fields, photographic monitoring of native fauna near the operations captured images of various animals, including the jaguar, an emblematic species of great conservation value. To learn more, click HERE.

Additionally, during monitoring at Pendare Field (Colombia), an endemic bat species of America was identified: *Thyroptera lavali*. The finding, considered scientifically significant for knowledge of the species, was published in the journal Mammalogy Notes, which focuses on research about the history, ecology, and distribution of mammals worldwide.



SOCIAL

Tecpetrol promotes the development of people and the communities in which it operates through talent management, diversity, safety, strengthening its value chain, and the advancement of education.

IMPACT SDGs





OUR PEOPLE

GRI 2-30, 3-3, 202-2, 401-1, 401-2, 401-3, 405-2

Behind every operation, there are people united by a common purpose: to generate energy responsibly.

In managing its human resources, Tecpetrol prioritizes the development and growth of its personnel. Within this framework, it promotes a preventive culture concerning health, safety, and environmental responsibility, fosters respect for diversity and equal opportunities, and strengthens the professionalism, tenacity, and excellence of each employee.

To ensure adherence to these principles, the company manages its operations through policies, standards, internal processes, and procedures that establish the appropriate course of action, including:

- → Health, Safety, and Environmental Policy.
- → Alcohol and Drug Policy.
- → Harassment-Free and Non-Discrimination Environment Policy.
- → Human Rights Policy.

In addition, it establishes the following strategic work pillars:

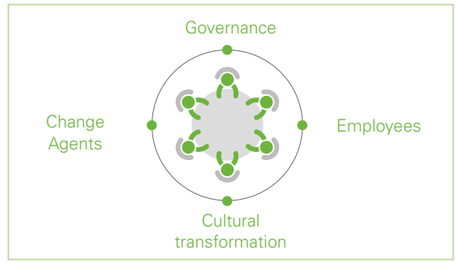
- → Creation of work environments that add value.
- → Ongoing training and professional development.
- → Well-being and flexibility for all employees.
- → Talent development, fostering the growth of each employee and aligning individual advancement with the company's business objectives.

Work environment

Cultural Transformation

Tecpetrol established a Governance body composed of six members -four men and two women from different work locations- who collaborate with the Change Agents.

The Change Governance and Agents are responsible for identifying the needs of each department and area, defining specific improvement proposals tailored to each.



The work of these teams is part of a comprehensive value proposition, implemented regionally and globally, aimed at identifying both the needs of departments and individuals. This initiative provides Tecpetrol's management with tools to design and implement projects focused on continuous improvement.

Change Governance



From left to right: María Laura García, Chief Human Resources Officer; Claudio Gabriel Gugliuzza, President Corporate Areas; Andrea Costantino Rocca, President Energy Transition; Carlos Walter Mamani, Operations & Engineering Senior Director; María Eugenia Aniasi, Exploration Geophysicist Principal, and Omar Humberto Fernández, Vice President Mexico.

Climate management

The Climate Survey is conducted annually, with results indicating satisfaction nivels across various dimensions such as recognition, well-being, priorities, collaboration, supervision, feedback, empowerment, and overall satisfaction, among others.

In the 2025 edition, more than 1,064 employees participated, representing 84% of the workforce. Moreover, over 1,501 comments were received, thoroughly evaluated, and incorporated into the action plan.

Following the results, a stronger focus was placed on recognition as the main area for improvement. After a comprehensive analysis of the different ways individuals experience recognition and the delivery of targeted leadership training, during 2025 further progress was made in this area through the identification of specific actions, the development of a communication campaign, and the launch of new initiatives to foster a culture of recognition across the company.

Wellness Plan

Tecpetrol offers a Wellness Plan for all its employees, structured around five key pillars: **family**, **health**, **wellbeing**, **personal development**, and **personal finance**. All employees, including part-time and temporary personnel, receive benefits proportionate to their working hours, such as flexible days and snack cards.

Additionally, the company features an exclusive benefits site where each employee can access a detailed catalog.

Other highlighted benefits include:

- Flexibility initiatives for extended maternity and paternity leaves.
- Birth gifts.
- Employee Assistance Program with psychological and nutritional counseling, and legal, financial, and accounting assistance.

Parental leave*	2025		2024		2023	
	Female	Male	Female	Male	Female	Male
Employees who have taken parental leave	13	25	11	22	8	14
Percentage of employees who returned to work after parental leave	83%	100%	100%	100%	88%	100%
Percentage of employees who returned to work after parental leave and remained employed 12 months after returning to work	78%	100%	83%	100%	100%	94%

* 100% of employees are entitled to parental leave.

Talent attraction and recruitment

Tecpetrol offers fair employment opportunities, ensuring a selection process based on equal treatment and free from discrimination. Candidates are evaluated based on the aptitudes, skills, and qualifications required for each position, as well as their alignment with the company's values and culture. Additionally, psychophysical suitability and potential for professional development within the organization are considered.

Regarding compensation, salaries are determined through objective and equitable criteria, regardless of gender. The company uses a structured job evaluation methodology to define role categories, considering the complexity and responsibilities of each position. Additionally, market analysis is conducted to ensure salary competitiveness within the industry. Based on the history of employees in each job category, the ratio of the current compensation of women compared to men is 0.99.

The following details the proportion of senior executives hired from the local community:

Proportion of senior executives hired from the local community*	2025	2024	2023
	Total	Total	Total
Argentina	94%	94%	94%
Colombia	66%	50%	50%
Ecuador	50%	33%	-
Mexico	-	14%	-
Venezuela	100%	100%	100%
Italy	100%	100%	100%

* Calculated as Top Executive/Top Sr Management with the same nationality as the country of work ("Locals").



"Tecpetrol is a company that strongly encourages us to surpass ourselves and continually improve. This means stepping out of our comfort zone. We receive a lot of coaching aimed at helping us grow."

Naiara Sheffield,
Instrumental & Control Coordinator.

Employee hires*	2025		2024		2023	
	Amount	Rate	Amount	Rate	Amount	Rate
By gender						
Female	56	19%	45	16%	42	17%
Male	130	14%	144	16%	106	13%
By age						
Under 30 years old	75	40%	64	37%	52	34%
Between 30 and 50 years old	106	13%	100	12%	91	12%
Over 50 years old	5	3%	25	15%	5	3%
By region (country of work)**						
Argentina	169	19%	171	20%	112	15%
Ecuador	5	7%	5	6%	5	7%
Mexico	6	4%	5	3%	17	11%
Colombia	5	6%	5	6%	13	17%
Italy	-	-	2	50%	-	-
Chile	-	-	1	100%	-	-
Peru	-	-	-	-	1	33%
Uruguay	1	20%	-	-	-	-
Total hires	186	15%	189	16%	148	14%

* Hires as of 12/31/2025 corresponding to headcount. Transfers between entities are excluded when the receiving entity belongs to the Tecpetrol Group.
** No hires were recorded in Spain or Venezuela during the periods.

Employee turnover*	2025		2024		2023	
	Amount	Rate	Amount	Rate	Amount	Rate
By gender						
Female	43	15%	14	5%	31	12%
Male	123	13%	65	7%	72	9%
By age						
Under 30 years old	23	12%	13	7%	24	15%
Between 30 and 50 years old	109	13%	51	6%	59	8%
Over 50 years old	34	20%	15	9%	20	14%
By region (country of work)**						
Argentina	143	16%	68	8%	74	10%
Ecuador	4	5%	3	4%	9	12%
Mexico	12	8%	6	4%	10	6%
Colombia	5	6%	2	3%	9	12%
Peru	-	-	-	-	1	33%
Italy	1	33%				
Venezuela	1	33%				
Total turnover	166	14%	79	7%	103	10%

* Turnover as of 12/31/2025 corresponding to headcount. Transfers between companies are excluded when the destination company belongs to the Tecpetrol Group, as well as expatriate resignations due to localization.
** No rotations were identified in Chile, Spain, or Uruguay during the periods.

Trade union freedom of association

Tecpetrol employees are guaranteed freedom of association and collective bargaining.

Through its Labor Relations Department, the company maintains ongoing dialogue with general secretaries and board members of the unions with which collective bargaining agreements have been signed. In addition, it has a structure of local labor relations managers responsible for maintaining direct communication with union representatives.

The agreements and accords include key aspects such as health and safety. For employees not covered by collective bargaining agreements, working conditions are defined based on internal equity and external competitiveness criteria.

Personnel covered by collective bargaining agreements in Argentina*

2025	2024	2023
31%	31%	31%

* In other significant operations, this type of agreement does not exist.









TALENT DEVELOPMENT

GRI 3-3, 403-5, 404-1, 404-2, 404-3

Development plans

Tecpetrol's Job Posting Policy requires that vacancies be filled with internal personnel. If this does not happen, the call is opened to external candidates who can apply through the various available channels. Confidentiality of data and transparency in management are ensured in every selection process.

Additionally, the company uses various tools to manage and promote staff, including:

People Review

This aims to identify successor candidates for key positions and the expected timing for their replacement. To this end, career plans are developed to enhance their skills, knowledge, and potential.

At this stage, Tecpetrol's Top Management evaluates the current organizational structure against what is required to support the business strategy. This information supports the annual performance management process for each employee, identifying both key positions and key personnel.

Staffing Committe

This committee meets weekly and is composed of key Human Resources representatives. Aligned with the previous process, the company fosters and encourages staff development through internal mobility.

Technical Competency Model

This model identifies the competencies and the different levels of proficiency required for the company's projects. Based on this, technical skills for each position are evaluated, and training gaps are identified to inform future development plans.

Performance Evaluation

The Training and Development department leads employee evaluations within the company. The evaluation process is conducted annually, except for Young Professionals and Interns, who are evaluated twice a year.

100% of the staff[6] went through an evaluation process during 2025.

Training plans

Tecpetrol University (TU) acts as a strategic business partner, driving the organization's transformation through training initiatives that develop the mindset and competencies of employees to enhance their performance and prepare them for the future. In this context, the corporate university structures its offerings around the following key pillars:

- **Access:** provides learning opportunities in various formats.
- **Variety:** covers a broad range of learning activities, incorporating diverse methodologies and content in its delivery.
- **Motivation:** delivers innovative and engaging initiatives designed to enrich the individual learning experience.
- **Collaboration:** fosters environments that promote interaction among employees and leaders from different company areas.

TU features an integrated training platform that enables all employees to manage their learning at their own pace. There is a dashboard designed to guide each employee through their training process, helping them understand their training objectives and track their progress. Objectives are defined for each individual based on their stage in their career, training needs, and Tecpetrol's strategy.

Training pillars:

→ I am Tecpetrol

→ I am an expert

→ I am a leader

Tecpetrol University, a learning journey.

Individual Development Plan

The Individual Development Plan (IDP) is another essential tool that encourages Tecpetrol employees to take ownership of their professional development. It is designed to identify strengths and areas for improvement, proposing concrete actions to foster individual growth.

In 2025, 40% of Tecpetrol collaborators updated their IDP with various development actions, with a total of 265 actions approved. The most requested included technical and managerial training, visits to oilfields, assignments to special projects, and on-the-job training.

Furthermore, the communication campaign was intensified to continue encouraging IDP updates, and the follow-up of the development actions entered was maintained.

[6] Proportion over the total employees for each category. Includes the evaluations conducted in the period 2025, based on the active employee roster as of 05/31/2025. The following were not considered in the calculation: hires after 04/01/2025; unpaid leaves for periods greater than six months; private oilfield personnel; Top Executive personnel and/or Audit and Communications departments







Tecpetrol University Management School

TU Management School offers management and leadership tools to enhance collaborators' performance and strengthen management skills within the framework of Techint Group competencies. It is organized according to the collaborator's career stage and is available through the Learning Plan in the company's training management system.

As part of the learning portfolio of the TU Management School, and in collaboration with specialized consulting firms, two new programs were launched for Tecpetrol leaders with the objective of strengthening their role and enhancing the impact of their management with their teams. These programs were "Leading Tecpetrol - Decision Making" and "Leadership Fundamentals."

Tecpetrol University Technical School

The TU Technical School is designed to reinforce employees' technical skills, aligning them with their roles and Tecpetrol's strategic objectives. Through specialized training and practical learning experiences, it provides essential tools to address current and future industry challenges.

During 2025, the 14th edition of the Tecpetrol University Induction Camp (TUIC) was held, a program aimed at Young Professionals that introduces them to the fundamental concepts of the Oil & Gas industry by combining technical modules with practical field experiences.

This edition stood out as the first in which the field school took place entirely in Neuquén province. It included visits to the Los Bastos and Fortín de Piedra fields, providing direct immersion in the company's key operations and a deeper understanding of unconventional reservoir development.

This edition involved 24 participants, averaging 26 years of age, from the cities of Neuquén, Buenos Aires, and General Mosconi (Argentina), Quito (Ecuador), and Puerto Gaitán (Colombia), thereby strengthening both federal and international perspectives. The training program totaled 152 hours, establishing the TUIC as a highly impactful technical platform.

In addition to technical development, the program fostered opportunities for exchange, camaraderie, and networking, facilitating interaction with key company representatives and strengthening connections among participants from different areas and operations.

This edition received an average rating of 4.8 out of 5, demonstrating a high nivel of satisfaction and reaffirming the program's value as a key tool for technical training, young talent integration, and strengthening organizational culture.

SUMMARY OF OTHER ACTIONS IMPLEMENTED BY TU MANAGEMENT SCHOOL

Action	Objective
Leading Tecpetrol | Decision-Making	Program designed to enhance decision-making at Tecpetrol to capture more value through **faster, higher-quality, and lower-cost decisions**. The program focused on two primary areas: "Investment Decisions" and "Operations and Management Decisions. It was attended by **41 leaders** from core business areas, accumulating **328 hours** of training.
Leadership Fundamentals	A tailored program designed for new leaders, intended to provide leadership tools that enable them to perform effectively in their new role. The program comprises learning activities, internal mentoring, and development. A total of **33 new leaders** from various Tecpetrol operations (Colombia, Mexico, Argentina - Neuquén, Salta, and Headquarters) participated, divided into two editions, with **603 hours** of training and a weighted participant rating of **4.8 out of 5**.
Management and Leadership Programs supported by Techint Group Human Resources Department	Training program developed with the support of the Human Resources Directorate (DIRHU) of the Techint Group, aimed at supporting the career development of Young Professionals, Semi-Senior Professionals, and Senior Professionals by strengthening their management skills in line with organizational competencies. During 2025, the initiatives were implemented in Colombia, Ecuador, Mexico, and Argentina (Salta and Neuquén), reaching **258 employees** with a total of **7,332 hours and** achieving an **average rating of 4.4 out of 5**, reflecting the positive impact of the program on employee development.



SUMMARY OF OTHER ACTIONS IMPLEMENTED BY TU TECHNICAL SCHOOL	
Action	Objective
Train the Trainers	The objective of this program is to prepare internal instructors by equipping them with the knowledge and tools necessary to facilitate successful learning experiences tailored to a specific audience. The program was structured into two phases: "Train-the-Trainer" and "Public Speaking and Presentations." It was targeted at subject matter experts and professionals with significant experience in technical areas, as well as those who support their roles with training activities or serve as trainers for specialized content. In this inaugural edition, **19 employees** participated, completing **228 training hours** with an average rating of **4.5 out of 5**.
Competency Management Model | Internal Training of the Exploration and Development Department	Based on the **Competency Management Model**, designed jointly with the Exploration and Development Deparment, technical training programs are developed and delivered entirely by Tecpetrol's internal experts. The following sessions were conducted 13 training sessions with the participation of **132 employees**, totaling **2,241 hours** of training.
Technical Visits	**Vaca Muerta Outcrop Visit:** Program designed for employees of the Exploration and Development Department, where participants, accompanied by a technical mentor, gain first-hand experience of the Vaca Muerta outcrops. The program lasts three days and involves visits to remote locations where the Vaca Muerta formation is visible at the surface. **12 employees** from the Exploration and Development Department participated and valued the experience at **4.5 out of 5**. **Your Visit to the Oilfield:** Initiative proposed in the IDP, aimed at staff members who, due to the nature of their daily work, have not had the opportunity to visit an oilfield. The objective is to bring them closer to operations by sharing technical knowledge and practical experiences specific to the industry Oil & Gas, visiting Fortín de Piedra along with operation leaders. The pilot edition included **10 employees** over two full days at Fortín de Piedra, with an average rating of **4.9 out of 5**. For the upcoming period, the formal cycle of the program to bring employees staff closer to operations and technical processes will commence.
Citizen BI	Program aligned with Tecpetrol's data science and decision-making strategy, providing BI tools (Business Intelligence) for data management and dashboards, tailored to Tecpetrol's guidelines. In 2025, the program was redesigned with a more comprehensive approach, incorporating UX training and best practices to enhance information quality and utilization. To date, two training sessions have been conducted: **Basic Power BI**, with **22 employees** and **330 hours**, and **Advanced Power BI**, with **37 participants** and **400 hours** of training.

Tecpetrol Conferences

These are annual meetings attended by Tecpetrol's senior management, aimed at exchanging experiences, challenges, and best practices among the company's various departments. These forums foster networking and collaborative learning, contributing to strategic alignment and the fulfillment of organizational objectives.

In 2025, this program impacted 114 employees across all Tecpetrol operations, achieving an average rating of 4.3 out of 5 across three working sessions.

Sector Workshops

Additionally, the Sector Workshops seek to provide a comprehensive understanding of key processes, management tools, future challenges, and strategic priorities for each area, strengthening a transversal view across the business.

In 2025, nine workshops were held, corresponding to the departments of Administration and Finance, Planning and New Ventures, Human Resources, IT, Treatment Plants, Health, Safety, and Environment, Supply Chain, Drilling & Completion, and Exploration and Development.

Altogether, these events impacted 417 employees and totaled more than 5,000 hours, achieving an average rating of 4.5 out of 5. This reflects a high level of participant satisfaction and firmly establishes the Sector Workshops as a key forum for strategic learning, leadership alignment, and development.

Inductions

A process was undertaken to strengthen and evolve the inductions at Tecpetrol, aiming to improve the new hires' experience and ensure quality, close onboarding across the entire organization.

One of the main developments was the decentralization of the inductions, which were no longer managed centrally or in a hybrid format. They started to be held in person at each operation, reinforcing the focus, strategy, and specific characteristics of each region, while maintaining a global perspective. To support this, local trainers were trained to deliver the inductions clearly and effectively.

In total, more than 100 new hires participated.



Training hours	2025		2024		2023	
	Hs	Average*	Hs	Average	Hs	Average
By gender						
Female	24,604	73	25,454	80	27,562	95
Male	63,097	65	67,958	70	66,920	76
By job category						
Employees	61,496	74	59,661	73	63,223	87
Middle Management	16,370	55	18,371	63	21,687	78
Top Management	5,690	56	9,863	104	5,316	61
Top Sr Management	2,686	58	4,125	83	2,644	56
Top Executive	1,459	39	1,393	41	1,612	49
Total	87,701	67	93,412	73	94,482	81

* Calculated as total training hours over the total number of employees as of 12/31/2025. Interns as of October and summer interns are included in the calculation.

Training content and format	2025		2024		2023	
	Hs	%	Hs	%	Hs	%
By content type						
Technical	37,587	43%	40,133	43%	55,405	59%
Managerial	20,270	23%	26,106	28%	16,473	17%
Safety	20,878	24%	18,856	20%	15,691	17%
IT Systems	3,032	3%	2,026	2%	1,505	2%
Languages	5,934	7%	6,292	7%	5,278	5%
Communication	*	*	*	*	130	-
By training format						
In-person	43,474	50%	45,270	48%	77,647	82%
Virtual	34,839	40%	43,051	46%	16,835	18%
Hybrid	9,388	10%	5,091	6%	-	-
Total	87,701	100%	93,412	100%	94,482	100%

* Starting in fiscal year 2024, Communication activities are no longer classified as training but as difussion initiatives.

Health and Safety training

Training and education efforts in Health and Safety are a fundamental pillar for strengthening a preventive culture. During 2025, Tecpetrol recorded **more than 20,000 hours of training for its staff** aimed at developing preventive and emergency response capabilities, with the goal of reinforcing performance standards in occupational health and safety.

Main initiatives:

- Progress was made with the **fifth phase of the corporate Safety Culture program**, an initiative sustained since 2020. In this edition, the focus shifted from direct training of contractor personnel to a train the trainers model. Under this scheme, Tecpetrol employees were trained in safety culture to act as ambassadors and then replicate this content among the contractors they manage. The program engaged 204 employees of the company.



- The use of the **virtual reality tool for training** in risk detection, fire extinguisher handling, hand injury prevention, and CPR and defibrillator practice was consolidated. This immersive approach enabled more realistic and effective learning experiences. To learn more about this innovation initiative in the service of safety, click HERE.



- **Sector inductions totaled more than 1,300 hours**, ensuring that new hires know safe work standards from the start. Additionally, progress was made on updating Tecpetrol's virtual Safety module, delivering a clearer, more agile experience aligned with current challenges.
- **Over 6,500 hours of training were delivered to brigadiers in fire control and emergency response**, enhancing the technical readiness to respond swiftly and effectively in critical situations.
- **More than 3,600 hours of defensive driving training were provided**, focusing on risk anticipation and safe driving under demanding operational conditions.



GRI 2-7, 2-8, 3-3, 405-1

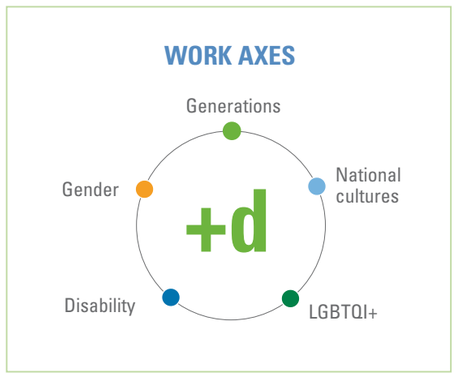
Diversity strategy

For Tecpetrol, ensuring diversity means embracing, valuing, and promoting it. The company is founded on shared beliefs and values, as well as its corporate history, while recognizing individual and diverse experiences and perspectives that enrich it to tackle challenges and pursue opportunities.

The company acts on its commitment by incorporating the Women's Empowerment Principles (WEPs) and the guidelines of the United Nations Global Compact (UNGC). As part of its adherence to the UNGC, it promotes the protection and advancement of the Ten Principles concerning Human Rights, Labor Rights, the Environment, and Anti-Corruption, reflected in the Human Rights Policy, Tecpetrol's Code of Conduct, and the Code of Conduct for Suppliers.

+d program

Driven by the belief that diversity adds value, Tecpetrol created the +diversity (+d) program, aimed at ensuring a plurality of voices within the company, grounded in the conviction that each person brings unique attributes that enhance well-being and foster strong work teams. This initiative values the particular qualities of each member and turns them into a greater force that drives daily work.



Consult Tecpetrol's Diversity Declaration.

The +diversity program is structured around five pillars of work, all guided by the principle of respect for everyone.

Tecpetrol celebrated the 6th anniversary of its +diversity program!

Since 2019, this program has empowered teams and project development with the belief that diversity makes them stronger.

During July, different activities were held across all operations aimed at reflection, conversation, and listening. Under the slogan **"From my place,"** it was reinforced that Tecpetrol's inclusive culture is built every day.

To kick off the anniversary month, a shared activity brought together members from all regions in the conversation "Living Together, Collaborating, Changing. Generations at Work," led by Argentine philosopher and writer Tomás Balmaceda. The event, held in person in Buenos Aires and streamed virtually to the entire company, centered on the theme Generations, highlighting the importance of valuing intergenerational dialogue in the workplace.

Afterwards, various experiences took place at each location. In Buenos Aires and Neuquén -marking the first time such an event was held at Fortín de Piedra- blind theater performances were held, a sensory experience specially designed for Tecpetrol. In Colombia, a sensory theater show featuring coffee tasting and music was performed by a cast comprising artists with visual and physical disabilities. Meanwhile, in the Argentine province of Salta and at sites in Ecuador and Mexico, sign language workshops took place to promote understanding of this communication tool and to encourage empathy and awareness in daily life.

Click HERE to see the various initiatives.



Diversity Governance

The +d program has a Diversity Governance committee that is partially renewed each year. It supports the design of action plans and the implementation of programs to foster a more inclusive culture while monitoring the progress of key indicators.

+D GOVERNANCE



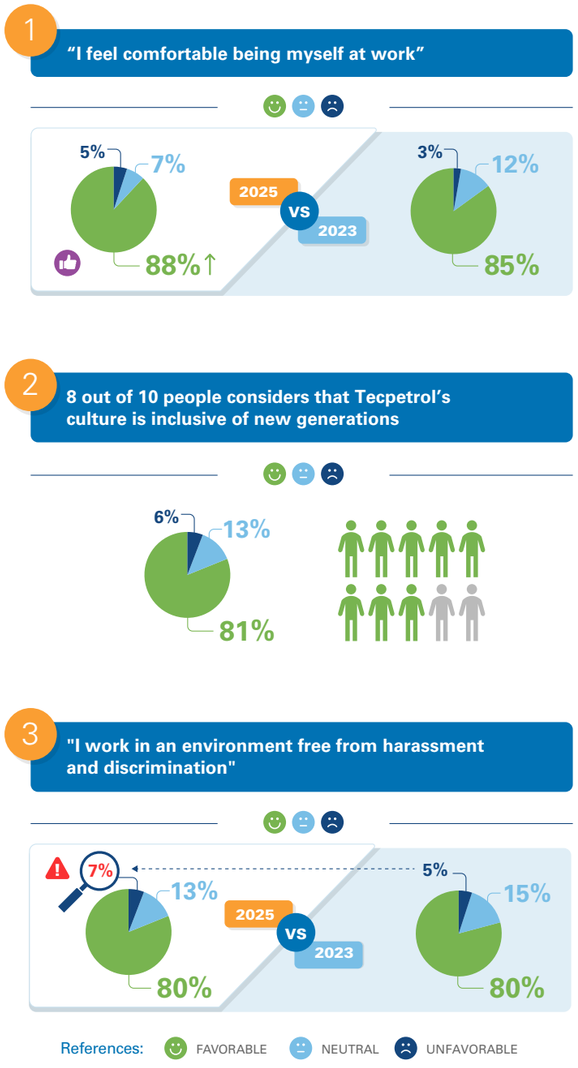
From left to right: Tamara Blois, IT Business Operat. & Tech. Sr. Director; Marco Aurelio Hernández, Operation Sr. Manager; Martín Bengochea, Vice President Neuquén Basin & VM; Alberto Narváez, Operations Sr. Manager; Luis Lanziani, Supplier Development Director; Julieta Delorenzi, Cultural Transformation Sr. Manager; y Rodrigo Pérez, Development Engineer Analyst.

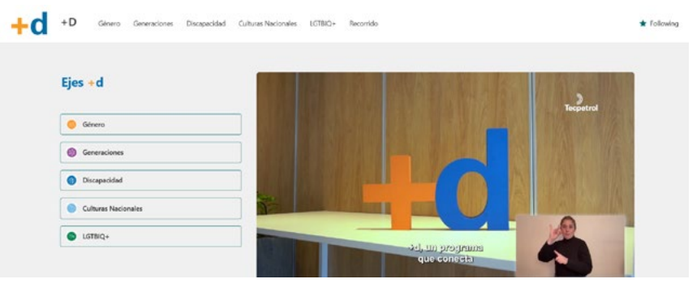
+d Diagnosis

The +d Survey was carried out to gain an in-depth understanding of employees' opinions and, from there, to design an action plan. The initiative aimed to create a space for authentic expression, even when facing questions that could be challenging due to the diversity of perspectives. The survey was anonymous and voluntary, and all collected information was treated confidentially.

This survey marked a milestone for the company by including, for the first time, an in-depth analysis of identity, religion, disability, intolerances and dietary restrictions, cultural roots, and other aspects. This enabled a deeper understanding of the people who make up the organization and reinforced the trust built throughout the program.

The assessment was structured in two parts: a quantitative section with questions aligned to the program's themes and sociodemographic data; and a qualitative section, conducted through focus groups and individual interviews with key participants, facilitated by the Fundación Encontrarse en la Diversidad. This methodology ensured confidentiality and fostered a more comfortable environment for participation. The qualitative results complemented the numerical data, providing a comprehensive and in-depth perspective on how Tecpetrol embraces diversity within the organization.





+d Site: new online space

In response to a need identified in the +d Survey, where people requested greater visibility of the actions and how to participate in the program, the Cultural Transformation Department launched a website that centralizes all information related to the +diversity initiatives.

The site gathers tools and documentation -including policies, reports, and the +d Declaration- and provides details on the actions the organization carries out by axis, awards, milestones, and published articles. Additionally, it hosts recordings of talks, training sessions, and anniversaries, along with a contacts section organized by topic and useful mailboxes to facilitate participation.

Tecpetrol Ecuador, a Family-Responsible Company

Reaffirming its commitment to responsible management and employee well-being, Tecpetrol Ecuador obtained certification as a Family-Responsible Company (EFR for its Spanish acronym). This international standard, promoted by the Spanish MásFamilia Foundation, recognizes organizations that implement policies and practices fostering work-life balance, flexibility, equality, well-being, and diversity.

As part of the process, an organizational assessment was conducted, and current Human Resources management was analyzed using the EFR model, leading to conclusions and recommendations.

This certification enabled the company to review, structure, and categorize each EFR management measure, promoting work-family balance in the workplace.

EFR Measures:

- **Equal opportunities:** measures to promote and support development on an equal footing by preventing discrimination and ensuring full and complete equality.
- **Temporal and spatial flexibility:** measures aimed at enhancing flexibility in both time and location within the employment relationship.
- **Family support:** measures designed to support work-family balance and directed toward employees' family members.
- **Personal and professional development:** measures focused on designing career paths that are compatible with employees' private lives -particularly life choices such as motherhood and fatherhood- as well as fostering employability.
- **Quality of employment:** measures to improve the quality of a job position.

WEPs Tool

A new gender gap self-assessment was carried out using the WEPs Gender GAP Analysis Tool. This tool is designed to promote and support companies in assessing their performance in gender equality within the workplace, the market, and the community.

The results helps companies to identify strengths, weaknesses, and opportunities to improve their performance in gender equality to continue advancing initiatives that help reduce the gap. Some of the recommendations include further integrating gender equality into the corporate sustainability strategy and enhancing transparency toward stakeholders.

In the WEPs Gender Gap Self-Assessment, Tecpetrol achieved a score of 58%, strengthening its position at the advanced level and improving on last year's result (55%).

Other initiatives

Other actions carried out during the year, which broaden the scope of the +d program, address current and future challenges in the environment, and reflect the company's commitment to continue fostering spaces for dialogue, participation, and cultural transformation:

- In Neuquén, as part of the **Incluneu Program**, an agreement was signed with the Provincial Undersecretariat for Persons with Disabilities to promote the inclusion of persons with disabilities in the private sector. Through this initiative, two professionals were hired for technical and administrative positions. The agreement establishes a mutual commitment: Tecpetrol provides training sessions on awareness and accessibility, while the provincial government supports the process through education and advice. To learn more about this program, click HERE.
- In Ecuador, Mexico, and Aguaragüe (Salta province) in Argentina, **sign language workshops** were conducted with the goal of breaking myths and prejudices and learning about the deaf community. Moreover, tools were shared to overcome existing communication barriers.
- The implementation of **AI in CV reading** helped reduce unconscious biases, fostering a more inclusive and equitable evaluation of candidates within the framework of the +diversity program.
- As part of the performance process, an item was added to Upward Feedback that enables employees to **evaluate their direct leader regarding diversity competency**. This strengthens diversity, equity, and inclusion topics within Tecpetrol's leadership.
- Through **coaching for retirees**, support was offered to those who retired after a long career with the company. Discover the experience of one of the participants.
- Two workshops were conducted, and an **Accessibility Manual** was published to integrate accessibility tools available in Windows and Microsoft, useful both for people with disabilities and those needing temporary adaptions.

- Tecpetrol maintains the **Accompaniment Protocol for Situations of Domestic Violence**, reaffirming its commitment to providing tools that foster environments of trust and safety, so employees experiencing domestic violence can be heard and receive support, guidance, and advice.
- The agreement with the Casaclub Fundación continued to offer **transitional employment opportunities** to people participating in the initiative, allowing them to gain experience and **facilitate their return to work**. Seven people have already participated in the program.
- At the headquarters in Buenos Aires, Argentina, and Bogotá, Colombia, a **nursing room** was set up for employees, designed to provide comfort and functionality, including a refrigerator for those who need it.

2030 Challenge

Tecpetrol continues working toward long-term diversity management goals and is advancing in setting objectives for 2030. These goals play a key role by providing clear guidance to the company to align procedures, review processes, and focus efforts on the areas it aims to strengthen and improve as the program evolves over time.



Fuerza Mujeres: Job Integration for Women +40.

As a partner of the civil association Fuerza Mujeres, which supports women from 40 years old onward in achieving their job reintegration, Human Resources specialists from Tecpetrol met virtually with women who needed to improve their skills to present themselves for job opportunities. Each session involved working in small groups, with up to two women, to answer questions, review resumes, offer recommendations, and create a supportive environment.

"These experiences seem extremely valuable to me, as there is limited understanding about how to create an effective CV, what companies are looking for, and how to present oneself appropriately. I believe it's essential to debunk certain myths and focus attention on other aspects. Currently, there is a lot of confusing information, so for them to have had the opportunity to interact with us is very important and rewarding." **Nerina Armellini, Senior Talent Attraction Analyst**.

Programs and initiatives

Reverse Mentoring

The company continued this mentoring program that brings together junior and senior participants, reversing roles so that the seniors, drawing on their experience, become the learners. This provides them with new perspectives and ideas that leaders might not have discovered through their own experiences or social circles. The main focus areas are diversity, equity, and inclusion; recognition and motivation; delegation, feedback, flexibility, and well-being.

This initiative challenges paradigms and fosters fresh perspectives.

To learn more about the experience of Ricardo Markous, CEO of Tecpetrol, click HERE.

Mentoring Program

This initiative supports the professional careers of underrepresented groups (women and non-Argentinian men) at Tecpetrol by offering guidance and tools to help them grow into higher-ranking positions. Through the program, mentors expand their networks, while mentees build confidence, leadership, and skills to face new challenges.

It also enables the formation of dual teams supported by professionals from other regions.

Lean In Together Circles

Methodology aimed at creating professional support networks through meetings that foster collaboration and value diverse, inclusive work styles. This initiative seeks to promote international networking within the organization, strengthen a collaborative culture among diverse profiles, raise awareness about diversity at Tecpetrol, encourage new ideas, and foster reflection on unconscious biases in various work contexts.

Support for expatriations and relocations

This initiative aims to provide support to all Tecpetrol employees and their families who are relocated from their place of residence through workshops and ongoing contact with specialists.

Dual Career Program

Aligned with this, the program is designed for partners or spouses of employees relocating to other work sites. Relocation, among other challenges, requires reorganizing one's professional life. For this reason, employees receive support during the reentry process at the destination.

Maternity Coaching Program

Comprehensive support program for collaborators during their maternity leave. It offers guidance, follow-up, and support to mothers and expectant mothers, aiming to enhance their wellbeing, independence, and professional development before, during, and after leave through both synchronous and asynchronous resources.

This year, the following resources were added to the program:

- **Mothers' guide:** a resource designed to support the experience of motherhood alongside professional life. It offers guidance and practical tools to respectfully and effectively assist pregnant employees and mothers at every stage—during pregnancy and upon returning to work.
- **Guide and workshop for leaders:** designed to equip leaders with practical tools to support mothers at key moments in a clear, compassionate way, aligned with a more inclusive and healthy workplace culture. It explores topics such as task planning and delegation, as well as agreements with mothers regarding contact during leave and the transition back to work.







Workforce profile

Tecpetrol has 1,202 employees and 109 interns, spread across 10 countries.

The main characteristics of the work teams are:

Gender diversity

1,202
employees in total

24%
of Tecpetrol's headcount are women.

Cultural diversity

10
countries

15
different nationalities represented within the company.

Generational diversity

70%
of the teams are aged between 30 and 50.

16%
of employees are under 30 years old, 97% of whom have less than five years with the company.

50%
of Tecpetrol's management and leadership have participated in the Young Professionals program, highlighting the continuity and professional growth of those who choose to build their entire career within the company.

As of December 31, 2025, the company had no contracted employees whose work was controlled by the organization, nor for non-guaranteed hours.

In the ATTACHMENTS section, details of the workforce are included by gender, age range, region, contract type, work schedule, and job category.



HEALTH AND SAFETY AT WORK

GRI 2-23, 3-3, 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8, 403-9, 403-10
SASB EM-EP-320a.1, EM-EP-320a.2, EM-EP-540a.2

Commitment to a safe work culture and team well-being is part of Tecpetrol's DNA.

Integrated management of health, safety and environment

Tecpetrol's primary goal is to conduct its operations while protecting the physical integrity of its personnel and third parties, and properly preserving the environment, in compliance with applicable legislation and by implementing best practices for the benefit of communities, employees, and society. In line with this, the company has a Health, Safety, and Environment (HSE) Management System, which is applied across all activities throughout the entire business life cycle and covers all employees involved in operations, as well as contractors. Furthermore, the system is periodically reviewed to identify opportunities for improvement.



Recognition for excellence in management

Tecpetrol's commitment to the well-being and health of people and the environment where it operates has once again been honored by the Argentine Institute of Oil and Gas (IAPG). In 2025, as in 2023, Tecpetrol received the Annual Award for Integrated Safety and Environment Management in the category of Producing Companies in Argentina. This recognition reflects ongoing efforts across various management initiatives and the strengthening of the safety culture, consolidating a systemic approach in collaboration with contractors.

Regulatory and voluntary regulations

The company guarantees compliance with labor rights in each of the countries where it operates, respecting both local legislation and applicable international standards.

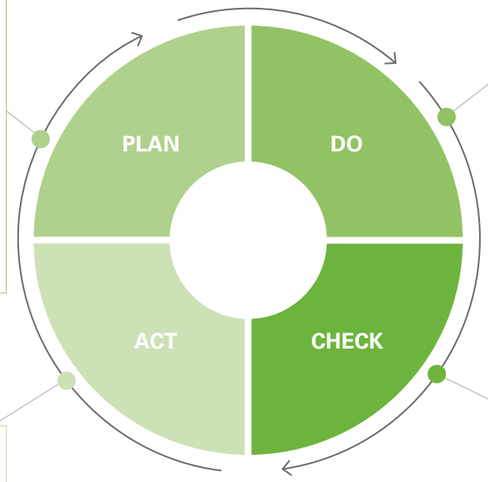
The Health, Safety and Environment System is designed to support operations in defining and achieving their performance goals by effectively managing the risks and impacts associated with the company's activities. Includes operational controls applicable to all sites to ensure their proper implementation. In developing internal policies, it incorporates best practices from various international standards, such as:

- OHSAS (Occupational Health and Safety Assessment Series) standard.
- Best practices from the IOGP (International Association of Oil & Gas Producers).
- Incident Command System (ICS): an international emergency response methodology.
- ISO 14001 standard for Environmental Management System.
- ISO 45001 standard for Occupational Health and Safety Management System.
- ISO 9001 standard for Quality Management System.

This system has been established as a key tool to minimize both the frequency and severity of accidental events and environmental impacts.

The management model follows the standard continuous improvement process, including the following stages:

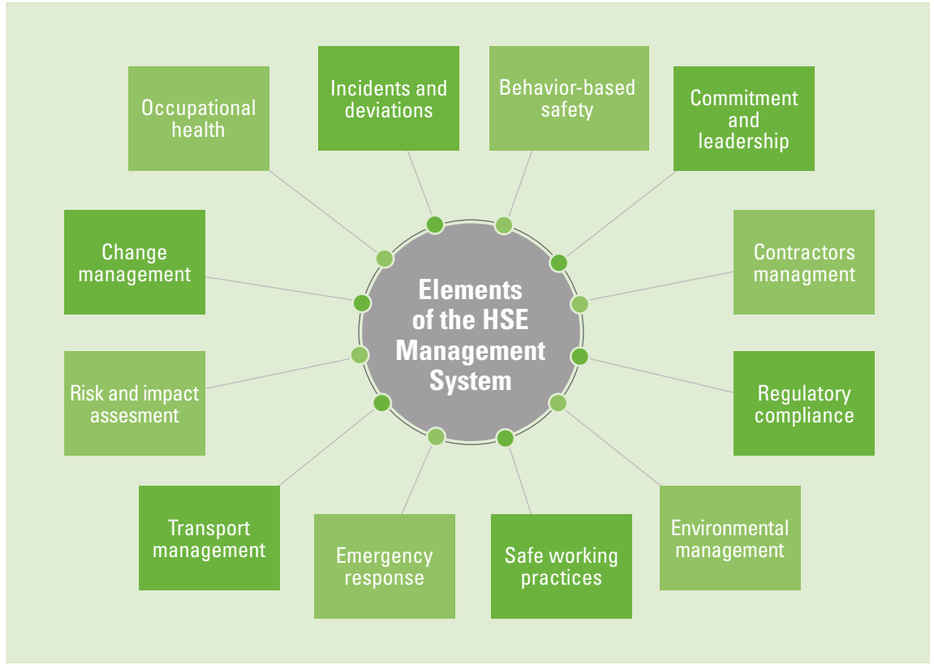
Establish the objectives and the elements/ processes necessary to achieve results in accordance with the HSE Policy. The company respects and complies with all labor rights recognized by local regulations and international regulations incorporated and applicable in each country where it operates.



Implement the elements and processes defined in the planning stages. The company defines and monitors corporate management standards, critical operational standards and operating procedures and practices.

Monitor and measure processes regarding the HSE Policy, objectives, goals and legal requirements, and report on the results. The company requires and evaluates suppliers and contractors with respect to compliance with the highest HSE standards and procedures.

Make decisions to improve the HSE Management System on a continuous basis.



Safety at work

At Tecpetrol, the safety of people and processes is a fundamental value. For this reason, management assumes a leadership role with the objective of achieving zero accidents across all operations. To manage workplace safety, the company adopts internationally recognized standards, such as the OHSAS standard and the best practices of the IOGP.

CENTRAL SAFETY TOOLS AT TECPETROL

- **Pre-task meeting:** Ensures that hazards and established control measures are notified to all involved before starting a task.
- **Risk and impact assessment:** Hazards are identified and risks are evaluated to ensure that all activities are carried out safely.
- **Process risk analysis:** Before constructing or modifying a facility, hazards are identified and associated process risks are controlled through various methodologies.
- **Incident reporting and investigation:** Investigations are conducted for all potentially significant incidents and accidents, identifying root causes and establishing corrective and preventive actions to prevent recurrence.
- **Field inspections:** They allow for the detection of opportunities for improvement in operational controls.
- **Behavioral observations:** Tools are implemented to identify specific substandard acts and conditions, aiming to reinforce the culture of safety, health, and environment through proactive and positive interaction among employees. Following this approach, safe acts are also recorded for inclusion in the internal observation review system.

Prevention strategy and safety culture

Tecpetrol promotes the use of preventive observations to identify unsafe acts and/or conditions committed by both company personnel and contractors, with the aim of preventing incidents and accidents. It also encourages the recognition of safe behaviors, helping to strengthen the HSE culture among all employees.

This prevention process is based on the following principles:

- Observing people while they perform their tasks.
- Detecting risky actions and stopping them.
- Communicating with workers while maintaining a proactive and positive attitude.
- Raising awareness about unsafe acts to ensure they are not repeated.

To prevent the recurrence of unsafe acts, after each observation a report is prepared detailing the findings and actions taken.

Subsequently, review meetings are held to analyze these findings, with the aim of raising awareness among the rest of the staff about identified unsafe acts and, where appropriate, defining action plans.

In 2025, efforts continued to strengthen preventive management in the field through a targeted inspection program focusing on Job Safety Analysis (JSA), work permits, and adherence to operating procedures.

In parallel, new editions of Safety Stand Down were carried out with both internal and contractor personnel in events led by Tecpetrol management. These sessions, planned and executed across various operations, aimed to deepen the safety dialogue, reinforce safe behaviors, and reaffirm the organization's commitment to the integrity of individuals. They also acted as forums for active listening to address concerns and encourage team participation in fostering a preventive culture.

Results of proactive safety initiatives	2025		2024		2023	
	Amount	Rate***	Amount	Rate***	Amount	Rate***
Preventive observations	6,951	1.1	5,810	1.1	8,404	1.5
Analysis meetings*	8,683	1.4	7,632	1.4	8,377	1.5
Inspections**	17,056	2.8	15,498	2.9	16,544	2.9

* Number of meetings per number of participants.
** Number of inspections per number of participants.
*** Rate calculated based on average staff based on 2,000 hours worked per person per year.

Global and local Health and Safety initiatives

With the aim of sustaining a continuous improvement process, the following aspects were addressed globally and at the country nivel.

GLOBAL

- Standardization, review, and updating of the standards and procedures comprising the HSE Management System continued, and new versions of the Critical Operational Standards for the Work Permit System and Energy Isolation, Lockout, and Tagout were published.
- Advancements were made in evaluating digital innovation initiatives to enhance preventive management through AI applied to safety data analysis and video analytics for early risk detection, in line with the Safety Intelligence.

ARGENTINA

Neuquén Basin

- Risk analyses of the most critical facilities were reviewed, updating seven plant risk studies and establishing a long-term review plan that improved current conditions and optimized risk management measures.
- A comprehensive assurance plan was implemented for the new drilling equipment, reinforcing pre-start inspections through seven certified audits. More than 2,500 hours of training in safety, environment and health were also delivered, with progress made in updating the matrices of critical activities and operating procedures.
- To strengthen culture and teamwork, the recognition program was enhanced, extending its reach to contractors and introducing integrative campaigns together with their main supervision and operations teams. These initiatives involved 290 workers and helped ensure compliance with procedures and operational discipline.
- Within the framework of the Los Toldos II Este project, specific tools were introduced to guarantee effective coordination with Techint E&C, the main contractor responsible for plant construction. An exclusive document has been developed to enable timely planning focused on critical risks and more efficient management of deviations. The work included more than 25 documented agreements, seven lessons learned sessions, 35 worksite risk matrices, over 30 check-lists specific to each task, two certified comprehensive audits, and training for over 2,500 people in role-specific skills.
- Adoption of EvaluTec, a tool developed in Tecpetrol Colombia operations to standardize and optimize the implementation of more than 360 operational practices in the Basin, is progressing, reinforcing a strong focus on operational discipline.

Noroeste Basin

- The assembly of a new Amines Plant was completed at the Ramos field, totaling 20,800 hours worked without safety incidents during the project.
- The implementation of recommendations from risk reduction workshops derived from the HAZOP studies continued, further strengthening the industrial safety of the facilities.

ECUADOR

Libertador Block

- The certification of the ISO triple standard 9001, 14001, and 45001 was maintained.
- The safety culture was reinforced through leadership workshops and the dissemination of the Rules to Save Lives.
- The incorporated medical software was consolidated to systematize the documentation of the occupational medical records of employees and optimize medical surveillance programs.







COLOMBIA

CPO13 Block

- The HSE summit for contractors was held. This formal meeting space with specific activities aims to promote greater alignment and integration, as well as to communicate values, objectives, and work priorities. This edition included 82 participants, comprising Tecpetrol personnel and 38 contractor representatives.
- A project was carried out to develop, standardize, and adjust the specific Operational Practices for production and maintenance, aligning them with internal manuals and operational realities, while standardizing hazard identification and risk analysis for each document.
- Tecpetrol Colombia received the SURA Recognition 2025 for presenting the best project in the "Technological Innovation of the Country" category, thanks to the tool EvaluTec, a solution developed in collaboration with the Operations department to digitize perational practice evaluations. To learn more about this recognition, click HERE.
- Within the Process Safety Strategic Plan, all risk studies for the Pendare plant were updated in the context of facility expansion.

MEXICO

Misión Block

- Continuing with virtual reality training systems, full coverage was achieved for contractor operational personnel across various risk scenarios.

Pesquería Power Plant

- As part of the digital innovation program, a drone was introduced to perform thermographic inspections on transformers, electrical substations, aerial lines, and hard-to-reach equipment, reducing personnel exposure to high-risk tasks and enhancing early detection of unsafe conditions. To learn more about this Patrol 4.0, click HERE.
- Emergency preparedness and response were significantly strengthened, highlighting the brigade's participation in activities of the Local Mutual Aid Committee, where the team competed alongside other industrial companies in multiple operational scenarios- fires, rescue, first aid, and more -securing first place in the competition. To learn more about this training, click HERE.
- The ISO 45001 certification for the Occupational Health and Safety Management System was successfully recertified with zero non-conformities.







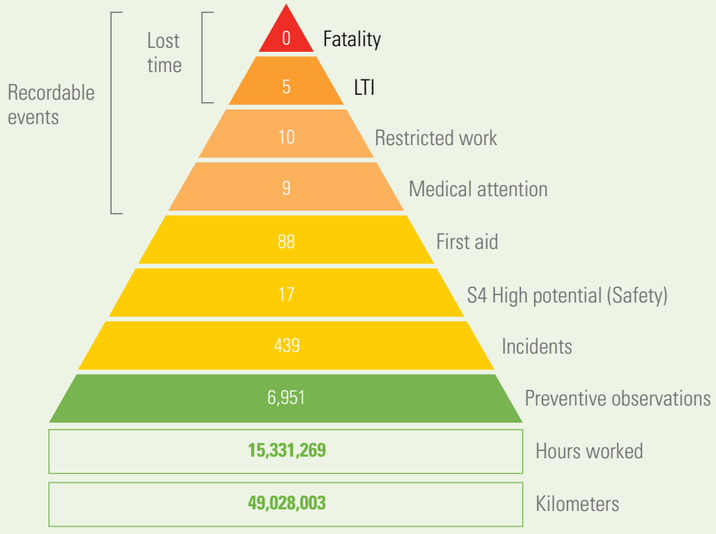
Health and Safety indicators

As every year, Tecpetrol management establishes the objectives and targets for the Health and Safety indicators, both at the corporate levels and for each operation.

In 2025, Tecpetrol maintained its commitment to Health and Safety management, operating with no fatal accidents or occupational illness cases. During this period, the increase in hours worked led to a rise in recordable events, totaling 24 cases, five of which resulted in lost time.

When analyzing performance by type of activity, events related to regular operational tasks remained at levels similar to those of 2024. Meanwhile, high-potential incidents decreased compared to the previous year, despite increased operational exposure.

These results are integrated into the HSE System's continuous improvement framework, focused on managing critical risks, strengthening operational barriers, and overseeing higher complexity activities. Lessons learned over the year have been incorporated into the 2026 planning, emphasizing preventive management in projects, high-quality risk analysis, and the capacity to anticipate scenarios with higher potential severity.



Accident rate*	2025	2024	2023
Lost Time Injury Frequency Rate (LTIFR)**			
Employees	-	-	-
Contractors	0.45	0.33	0.3
Global	0.33	0.23	0.22
Total Recordable Incident Rate (TRIR)***			
Employees	-	-	-
Contractors	2.15	1.63	1.49
Global	1.57	1.14	1.08
Hours worked (in thousands of hours)			
Employees	4,181	3,943	3,754
Contractors	11,150	9,175	10,090
Global	15,331	13,118	13,844

* The Employees category includes Tecpetrol's headcount. Collaborators from companies in which Tecpetrol is part of the control group are also included. The determination of hours worked by employees and contractors includes estimates based on the work schedules of each operation.
** LTIFR: Number of lost-time accidents per 1,000,000/ hours worked.
*** TRIR: Number of recordable accidents per 1,000,000/hours worked.

Transportation safety

The HSE Management System includes a specific document on Travel Management that sets out the basic requirements for transfers, vehicles, drivers, and passengers, with the goal of minimizing the risk of vehicle accidents. Its key requirements include:

- Travel management practices with different levels of approval depending on the trip conditions.
- Mandatory theoretical and/or practical training in defensive driving.
- Mandatory rest breaks.
- Fleet replacement every five years or 200,000 km.
- Continuous monitoring through tachographs that notify any deviations in driving.
- The minimum necessary equipment that each vehicle must have.
- Vehicle integrity checks to be performed before starting the trip.

In 2025, Tecpetrol operated without fatal accidents or cases of occupational illness.

Health

Each operational area of Tecpetrol has a Medical Service trained to provide primary care and stabilize emergencies in cases of illness or accidents. In the most remote locations, the company provides ambulance service and an occupational health physician, prioritizing the presence of an emergency medicine specialist to coordinate these services.

Demonstrating Tecpetrol's commitment to employee health, the company jointly contracted a helicopter equipped with advanced instruments together with seven other operators in the Neuquén Basin.

The helicopter is capable of providing transportation services for accident victims from the most remote sites to healthcare centers in the shortest possible time, ensuring a rapid response in the event of an emergency.

Similarly, the company actively promotes health through initiatives such as regular exercise, family recreational activities, preventive medical checkups, and vaccination campaigns for all personnel.

In this regard, the cafeterias at each operation offer healthy food options and benefit from the guidance of nutrition professionals.





SUPPLY CHAIN

GRI 2-6, 3-3, 204-1, 308-1, 414-1
SASB EM-EP-210a.3, EM-EP-510a.2

Tecpetrol's value chain is a fundamental asset for growth, enabling the company to be competitive and to achieve its projects and objectives. For this reason, it promotes the strengthening of SMEs within its areas of influence through technological development initiatives, human resource training, and innovation. The goal is to maintain a solid supplier portfolio based on three pillars: safe operations, operational quality, and responsible environmental management.

91% of Tecpetrol's purchases are made from local suppliers in the various countries where it operates.

Through the ProPymes program, the company seeks to promote improvements in the management of its SME clients and suppliers, enhancing their productive investment, promoting their export capacity, and encouraging import substitution. To achieve this, it provides industrial assistance, training, consulting, and legal and financial advisory services, among other tools.

Commitment to developing local suppliers is a key part of the company's strategy, as it helps protect and strengthen the business value chain.



What lies behind a lit burner?

The gas people use daily is the result of a value chain in which communities, large, medium, and small companies work together to turn resources into growth and tangible opportunities. It is a story of energy that travels across miles, crosses industries, drives technology, and generates quality employment.

To find out how this becomes a reality, click HERE.



The ATTACHMENTS section includes detailed amounts for services performed, as well as goods and materials purchased, classified by the main categories of the supply chain in countries with significant operations.

Supplier selection and evaluation

Tecpetrol conducts a thorough evaluation process of the suppliers available in the market, taking into account their suitability and local availability, economic and financial capacity, the quality of requested services, technical specifications, their performance in Health and Safety, as well as environmental and social criteria. These evaluations ensure an efficient, transparent, and fair process for onboarding suppliers. In 2025, over 520 suppliers were added through the company's digital platform.

Recruitment and selection

To increase the visibility and capacity of local, national, and international companies to offer their services, the company provides a 100% digital solution open to the value chain. This is a prequalification tool where basic information about the organization, its management areas, and financial status is requested in order to understand and evaluate the supplier.

This tool not only allows the identification of new companies but also provides regular suppliers the opportunity to showcase their entire offering, encouraging improved competition in bidding processes. The platform has a strong presence of Latin American companies.

Registration process for a new supplier

Once a new supplier's potential is identified through the prequalification tool and the proactive efforts of the Procurement and Supplier Management Direction, the formal onboarding process advances. The new supplier then gains access to the management platform where, in addition to completing fiscal and administrative information, they must expressly accept Tecpetrol's Supplier Code of Conduct and confirm their commitment to upholding the Human Rights statements before proceeding with the next steps in their commercial relationship.

Evaluation and qualification

The company carries out thorough evaluation processes aimed at determining whether the supplier possesses the necessary management tools to perform the required tasks without deviations that could impact the safety and health of people, the environment, facilities, or operational continuity.

This evaluation was designed based on requirements identified from analyzing the most important and/or common standards among the ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and API Q2: first edition 2011/16 standards. Within the qualification form, as part of the requirements, it is explicitly asked whether the supplier has:

- Integrity and transparency policies
- Diversity and inclusion policies
- Quality policies
- Health, safety, and environment policies

This methodology enables the unification of criteria, elimination of subjectivity, creation of a comprehensive dossier, and establishment of mechanisms to increase both the quantity and quality of suppliers. Suppliers who successfully complete this process are registered on the supplier management platform and enabled to participate in tenders.

Additionally, the process facilitates conducting individual or overall assessments with the ability to segment them, supporting supplier development processes and generating information for Chambers, Federations, clusters, and/or conglomerates on the status of their member companies, in order to identify opportunities for improvement and supplier strengths.



Ongoing supplier performance evaluation

Throughout the duration of the contracts, regular performance evaluations of suppliers are conducted, covering administrative matters, personnel, safety, and aspects related to compliance with deadlines and established objectives. In those instances, efforts are made to identify opportunities for improvement, analyze results, and set priorities on labor, union, safety, health, and environmental issues, among others.

Those responsible for this evaluation must report any deviation during contract management in a Digital Communications Book, which the supplier is required to review, respond to, and/or implement the appropriate solution.

Tecpetrol grows with the small and medium-sized enterprises in its value chain.



ProPymes program

Techint Group launched ProPymes in Argentina in 2002, a support program for the value chain focused on SME clients and/or suppliers of the Group, aimed at strengthening the industrial fabric by boosting the competitiveness of small and medium enterprises. It promotes connections for exchange, knowledge, and learning to develop a strong and sustainable network between large companies and SMEs.

Tecpetrol joined ProPymes in 2006, incorporating 15 SME supplier companies. With the construction of Fortín de Piedra and its subsequent operation, the program saw significant growth, reaching a total of 255 companies by the end of 2025. This represents 21% of the total companies involved in the Techint Group's program.

The company maintains ongoing contact with SME suppliers: from preselection, evaluation, and development to improving efficiency levels, as well as monitoring performance to support their growth. The program's success rests on three pillars: a clear long-term vision, dedicated resources for implementing initiatives, and a transparency framework that builds trust.

255 SMEs participate in the ProPymes program.

Fifth Neuquén edition of ProPymes held at Tecpetrol's Neuquén offices

More than a hundred SMEs from the Neuquén Basin participated in a new edition of the ProPymes Tecpetrol meeting, held at the company's offices in Neuquén. The event brought together value chain representatives to share results, challenges, and insights on competitiveness, innovation, and collaborative work.

Ricardo Ferreiro, President E&P, emphasized the role of small and medium-sized enterprises as a pillar for the development of Vaca Muerta. "After an initial phase focused on infrastructure, the next step is scaling up. To achieve this, we need a robust, innovative, and well-prepared network." He recalled the Fortín de Piedra experience as a turning point: "When the industry and the value chain work together in the same direction, world-class goals are achieved. The challenge now is to sustain that standard in new developments such as Puesto Parada and Los Toldos II Este."

To learn more, click HERE.





Training and consulting

One of the program's pillars is training. The focus is on providing concrete tools for the development of SMEs, while maintaining a strategic vision in team management and improving operations. Virtual consulting and training plans make it possible to reach more companies across different regions and countries. These consultancies are based on the results of the supplier qualification report to develop medium- and long-term support plans.

"The key is to consider how we carry out our processes and be bold enough to challenge ourselves to see if there are better ways to do it, incorporating technology. When the contributions from our strategic suppliers are added to this review, the results are incredible."

Luis Lanziani,
Supplier Development Director at Tecpetrol.

The ProPymes Training Plan aims to transfer knowledge, tools, and best management practices to the SMEs linked to the Techint Group. The program focuses on industrial SMEs and across the entire supply chain, an economic activity that directly impacts the development of the industrial fabric and small and medium-sized companies in oilfield services.

In 2025, Tecpetrol's training program continued focusing on Project Management and Project Management Professional (PMP), Quality Management (API Q1 and Q2 Quality Management Standards designed for the Oil and Gas industries), Safety Culture, Technical Competencies (welding inspection and data analytics), Professional and Leadership Development, Process Improvement, and Human Resources Management and Communication.

Accumulated hours	2025	2024	2023
Training	36,602	36,672	18,629
Consulting	6,352	7,841	6,745

First edition of Tecpetrol Conecta

A clear example of the company's commitment to developing young talent and strengthening the local value chain. A genuine bridge between technical education and the productive future of Vaca Muerta.

With a strong turnout, the first edition of Tecpetrol Conecta was held: an event designed for companies and beneficiaries of Tecpetrol's educational programs to meet, connect, and create opportunities together. The objective is to promote job placement and connect local talent with companies in the sector.

To learn more, click HERE.







COMMUNITY RELATIONS

GRI 3-3, 203-1, 413-1, GRI O&G 11.15.4
SASB EM-EP-210b.1

Tecpetrol understands that sustainable growth of its operations is only possible when done together with the communities where it operates, with a long-term perspective. In this context, it builds strong and lasting relationships based on dialogue and mutual collaboration.

To achieve this, it conducts impact assessments in each community to understand their expectations and needs. Based on these assessments, it works alongside local stakeholders to design and implement solutions that address their main priorities.

Tecpetrol's Community Relations team leads the management and follow-up of implemented initiatives. To ensure a more open and inclusive perspective and strengthen lasting bonds with communities, neighbors, and stakeholders in general, it relies on a multidisciplinary team with diverse views and skills. This diversity has been essential for addressing concerns, fostering dialogue, and building stronger connections.

The social management programs carried out aim to promote sustainable development through the active participation of communities. The members themselves identify and propose projects according to their needs and take a leading role in their implementation. Tecpetrol, in turn, provides tools and support to ensure these initiatives are effectively realized, with a special focus on education as a driver of individual and social development.

Together with the community, Tecpetrol's energy grows and remains sustainable over time.

Participation, evaluation, and social diagnosis

Since its beginnings and in every country where it operates, Tecpetrol has a strong commitment to the communities near its operations and aims to address specific needs identified through diagnostics and field surveys, both proactively and when requested by various stakeholders.

Prior consultations with the El Tigre Indigenous Reservation – Colombia

The ILO (International Labor Office) Convention 169 establishes that prior consultation is a fundamental right of ethnic communities, being a social dialogue process through which the National Directorate of Prior Consultation Authority (DANCP for its Spanish acronym) guarantees the right of ethnic communities to be consulted in a free, prior, and informed manner when a project, work, activity, or administrative measure is to be implemented in their territories that may directly affect them, to protect their ethnic and cultural integrity. The consultative process is coordinated by the DANCP and requires the participation of the parties -the ethnic communities and the project executor- and, as invited participants, the competent government agency, state oversight bodies, and the authorities of the municipalities and provinces.

Tecpetrol Colombia and the El Tigre Indigenous Reserve formalized agreements for the Maute Development Project, which aims to obtain the Global Environmental License currently under review by the National Authority of Environmental Licenses.

These projects are made possible by the concept of the Indigenous Reservation, which legitimizes and recognizes the territory and ancestral occupation of indigenous communities, treating it as collective, inalienable, and non-transferable property.

Community projects – Global

Through this program, the company promotes local development through a participatory and representative approach. Projects identified through dialogue among the main stakeholders -farmers, agricultural producers and artisans, indigenous communities, educational and health institutions, and NGOs- are prioritized. The Community Relations department at Tecpetrol then manages and evaluates the approved initiatives collaboratively with the people or institutions leading them.

Community petition mechanism

The company has open mechanisms for handling petitions and complaints, enabling continuous improvement in community engagement and in addressing any issues that arise.

For the fourth consecutive year, no formal complaints or claims have been reported by local and neighboring communities. This outcome reflects Tecpetrol's commitment to proactively developing its programs and continuously promoting dialogue among all involved parties.

Key areas of action for the development programs

In rural and urban sectors experiencing socioeconomic vulnerability, including indigenous communities, Tecpetrol focuses on three key areas: **education, cultural strengthening, and community development**.

The communities reached are:

- **In Argentina:** Comodoro Rivadavia and Rada Tilly (Chubut Province); Añelo, Neuquén, Cutral Co-Plaza Huincul, Rincón de los Sauces and Senillosa (Neuquén Province); Catriel (Río Negro Province); Aguaray, General Mosconi, Salvador Mazza, Tartagal, Olacapato Chico, Estación Salar de Pocitos, Santa Rosa de Pastos Grandes, Tolar Grande and San Antonio de los Cobres (Salta Province); Rinconadillas, San Miguel de Colorados and Quebraleña (Jujuy Province).
- **In Colombia:** Municipality of Puerto Gaitán (Meta Department).
- **In Ecuador:** Dureno Parish and Pacayacu (Sucumbíos Province).
- **In Mexico:** Reynosa (State of Tamaulipas) and Pesquería (State of Nuevo León).









RIGHT TO QUALITY EDUCATION

Tecpetrol focuses on technical education through skill development for industry 4.0 and providing professional internships.

Since its beginnings, the Techint Group has maintained a strong commitment to local development and a philosophy of long-term work, where education -especially technical education- is a cornerstone and a tool for creating opportunities.

As part of the Group, Tecpetrol reaffirms its commitment to the sustainable and inclusive development of the communities where it operates and advances the Roberto Rocca Educational Programs, contributing its industrial DNA and promoting quality training in STEM (Science, Technology, Engineering, and Mathematics) skills, as well as strengthening socio-emotional skills and literacy among children and youth.

Roberto Rocca Technical Gene Program

Tecpetrol promotes strengthening secondary technical education by developing skills for Industry 4.0, offering industrial internships, training students and educators, and modernizing equipment and infrastructure in schools.

ARGENTINA

The focus was on:

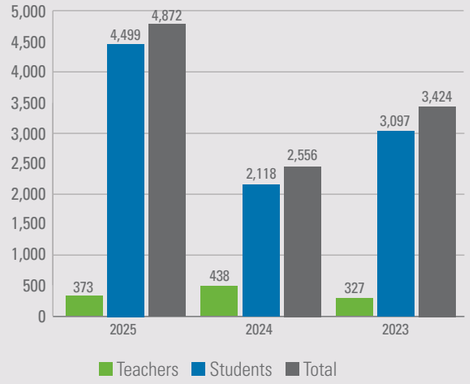
- Improving the quality of educational offerings in mathematics and technical knowledge by training students and teachers.
- Modernizing the infrastructure of public technical schools within the communities.
- Coordinate actions with the education system to facilitate the effective employment of future graduates.

GenEra Neuquén

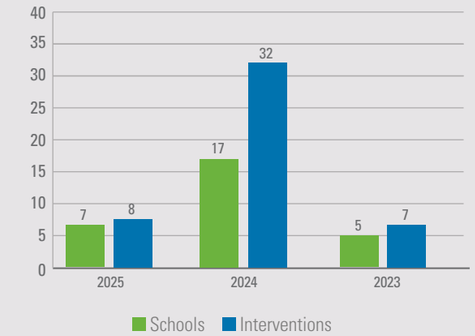
GenEra Neuquén is a program developed by Tecpetrol, in conjunction with Vista Energy and with the support of the Government of the Province of Neuquén, which seeks to promote the development of technical knowledge and contribute to the need for human capital demanded by the expanding projections of the oil and gas industry in the region, which represents a key pillar for Argentina's growth.

The proposal consists of a three-year plan with progressive implementation targeting 19 technical schools related to the industry across 12 localities in Neuquén Province, 10 of which were reached by 2025. Through various initiatives, vocational training is brought closer to community members, alongside training for teachers and 6th-year technical school students within the framework of professional internships, focusing on five key areas: technical knowledge, educational mathematics, active learning, industrial safety, and life and career skills.

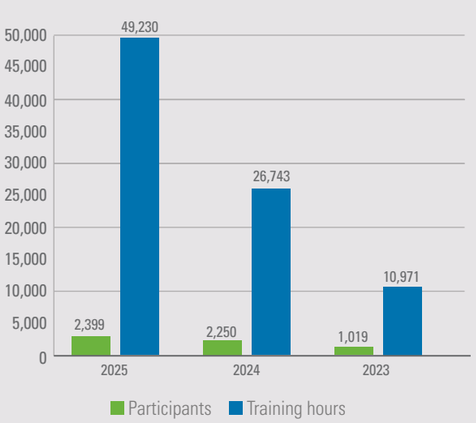
Beneficiary group



Improved schools



Participants and training hours



In 2025, GenEra Neuquén reached 1,245 students and 226 teachers, surpassing 65,000 hours of training in technical knowledge, mathematics, active learning, safety, and career guidance. Additionally, as part of the 7th edition of TecnoAventura -which is now part of the program- more than 600 students from 17 educational institutions across the province participated in one event held in Neuquén city and, for the first time, another in the city of Zapala. During these sessions, participants learned through play about various essential areas of the industry.

In first person

Facundo Torrico, graduated from EPET No. 7 as an Electrical Technician, began his career in industrial electricity at an early age, alongside his technical education. He took part in the GenEra Neuquén and Tecpetrol Conecta programs and, following this experience, joined Crexell, a company that is part of ProPymes Program.

Facundo was a speaker at the 24th edition of ProPymes in Buenos Aires, where he shared his experience: "Although I had strong ambition for the industry from a very young age, what opened doors for me was participating in the trainings I completed with GenEra Neuquén ("Introduction to the Hydrocarbon Industry of the Region" and "Basic Course for Gas Treatment Plant Operator"). This demonstrates that these same companies are committed to education and encourage individuals to keep learning and growing continuously, especially by training, which is exactly what the industry needs today."



COLOMBIA

In Puerto Gaitán, Meta Department, since 2021 the Roberto Rocca Technical Gene Program has been carried out in partnership with the National Learning Service (SENA for its Spanish acronym) of the region.

In 2025, the company continued its agreement of intent with SENA and Frontera Energy to provide technical training for women:

- → **+1,300 hours** of theoretical and technical study per student during the academic period.
- → **25 students** from the Oil and Gas Well Production Technical program completed their production phase, five of whom took part in operations at Tecpetrol.
- → **25 students** enrolled in the Technical program in Industrial Machinery Maintenance.

New industrial technologies

In Neuquén, teacher training sessions were conducted, highlighting the robotics training provided in collaboration with the Educational Technological Training Research Center (CIFET for its Spanish acronym), which benefited 32 teachers from Rincón de los Sauces with a total of 512 hours of instruction; as well as the first training module on programming machines and tools with numerical control -for the use of parallel and CNC lathes- delivered in partnership with the Faculty of Engineering at the Universidad Nacional del Comahue (UNCO). This involved 16 teachers from Provincial Technical Education School (EPET for its Spanish acronym) No. 3 and totaled 672 hours of instruction. Additionally, 49 students from EPET No. 3 completed the safety e-learning modules through the Roberto Rocca Virtual Campus, covering Personal Protective Equipment, Occupational Health and Safety Fundamentals, Preventive Activities, Fire Control, Tasks in Hazardous Conditions, Risk Communication and Signage, Ergonomics, Environmental and Waste Management, and the 5S Method.



Moreover, after Tecpetrol delivered Argentina's first educational simulator for drilling, work-over, and well control to the Technical College of the Regional Faculty of Neuquén at the Universidad Tecnológica Nacional (UTN-FRN for its Spanish acronym), four teachers were trained to operate it (36 hours).

In Salta, employability training sessions were conducted, reaching over 200 secondary students from Technical Education Schools (EET for its Spanish acronym) No. 3113 and 3109, as well as more than 100 tertiary-level students. Teachers and school administrators took part in the theoretical-practical activity.

Additionally, 425 students and 12 teachers from EET No. 3109, 3113, 3120, 3123, 3135, 3136, 3143, and the Politécnico Vespucio Institute participated in the Roberto Rocca Virtual Campus to complete specialized training.

In Ecuador, Tecpetrol promoted student training in industrial safety through a practical workshop on the correct use of personal protective equipment, attended by 108 Electromechanics students from the Pacayacu Educational Unit.









Technical talks

Tecpetrol participated in the 20th Drilling Conference at the Universidad Nacional de Salta with three presentations and a panel of production experts. Additionally, a final-year Drilling Engineering student made a visit to the Ramos field.

In Neuquén, following the donation of the drilling simulator to the UTN-FRN Technological College, the institution welcomed Ariel Ochoa, Vice President Drilling & Completion of Tecpetrol, who gave a talk to 4th-year students and participants of the GenEra Neuquén program about general well construction characteristics and how the company's Real Time Operation Center operates.

In Colombia, technical talks were held with Tecpetrol experts, and training was also conducted at the Training Rig located in the city of Villavicencio. Some of the topics covered included drilling tools, hydrocarbon measurement, maintenance management, industrial brigades and fire safety principles; labor relations and organizational development; controls for isolation and entanglement hazards from moving machinery.

Technology classrooms and laboratories

By adapting educational spaces, Tecpetrol aims to transform classrooms into environments conducive to developing technological projects, deepening technical knowledge, and providing digital literacy. Through this, it seeks to offer students and teachers suitable settings to learn and prepare for the future demands of the job market.

In Neuquén, collaboration with technical schools was strengthened, including EPET No. 3 in Neuquén, EPET No. 23 in Añelo, and EPET No. 16 and 24 in Rincón de los Sauces. Furthermore, the UTN-FRN Technological College was added to the program, and as part of the support, technological equipment was provided, including the donation of 32 notebooks with licenses, four charging carts, and four interactive displays.

In Salta, at EET No. 3120 in Aguaray, the renovation of the electronics and robotics labs was completed, and a technical classroom equipped with furniture and audiovisual gear for robotics practice was delivered. Likewise, as it does every year, Tecpetrol sponsored the Robotics Olympiad. Meanwhile, at Maestro Ramón Pereyra School in Campo Durán, the remodeling and expansion of the school kitchen began.

Additionally, in Ecuador, the Dureno Educational Unit received technological equipment for the Automotive Electromechanics lab, benefiting 70 students and contributing to the modernization of technical learning spaces.



Technical knowledge test

To improve basic technical knowledge, specific assessments in electricity, mechanics, electronics, and industrial safety were developed for final-year students at technical schools in Argentina. These results help identify the students' learning nivels and are shared individually with each institution. Based on this diagnosis, the company collaborates with the schools to plan the training program for the following year.

In Neuquén, 206 fifth-year students from EPET No. 3 in Neuquén, EPET No. 23 in Añelo, and EPET No. 16 and 24 in Rincón de los Sauces completed assessments in technical knowledge, safety, and mathematics.

In Salta, 221 fourth-year students from the Technical Schools of Aguaray, General Mosconi, and Tartagal took exams in mathematics, and 219 took exams in hygiene and safety. Furthermore, over 180 students from EET No. 3109, 3113, and 3120, electronics-oriented schools, were also evaluated in the subject.

Project-Based Learning

Project-Based Learning (PBL) is a teaching strategy that fosters the development of socio-emotional skills, STEM practices, technical competencies, and/or expertise in a specific knowledge field, while enhancing project management tools within a safe, collaborative, and exploratory environment.

With this approach, students are required to solve problems, make decisions, research, and/or document, placing them at the center of the learning process. PBL is a highly effective educational methodology for developing competencies essential for both professional and personal life.

As part of GenEra Neuquén, training was held in 2025 for teachers from technical schools across the province. Over one week, 131 teachers from Neuquén, Centenario, Plottier, Senillosa, Añelo, Rincón de los Sauces, Plaza Huincul, Cutral Co, Zapala, and Chos Malal participated in training focused on active methodologies with an emphasis on PBL. The sessions were led by educators from the Roberto Rocca Technical School in Campana, which belongs to the Techint Group's network of Technical Schools.

Roberto Rocca Scholarships Program

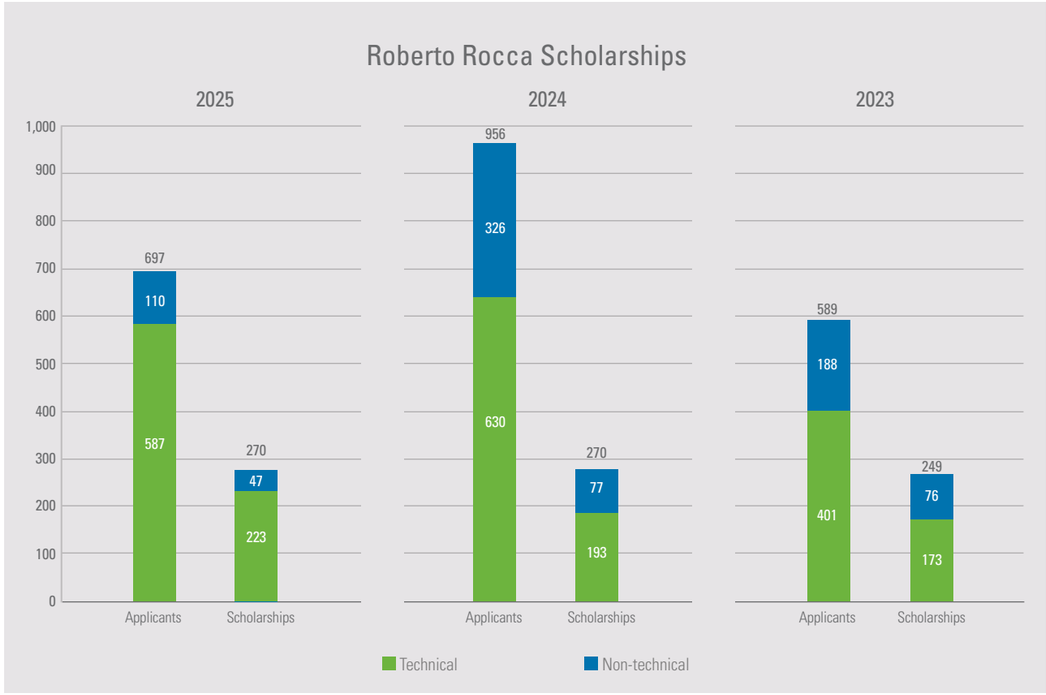
The Fundación Hermanos Agustín y Enrique Rocca, supported by Tecpetrol, runs this program to assist young people from their communities who demonstrate academic excellence and commitment, facilitating their access to secondary and university education. This program seeks to promote equal opportunities and contribute to the development of the communities where the company operates.

Scholarships for secondary school students are one of the longest-standing initiatives of Techint Group and have the widest global reach. They were first implemented in Argentina 49 years ago, originally intended for employees' children. In 2006, the program was expanded to include all students in the Group's various locations.

In 2025, Tecpetrol awarded 270 secondary school scholarships in Argentina and 35 in Ecuador, including 30 for Pacayacu Educational Unit and 5 for Dureno Educational Unit, thereby adding a new institution to the program.

In Mexico, the university scholarship program continued, especially aimed at graduates of the Roberto Rocca Technical School in Pesquería who are pursuing higher education at universities in the State of Nuevo León. 10 scholarships were awarded to students studying Electromechanical Engineering and Mechatronics Engineering.

Additionally, 48 university scholarships were awarded to students pursuing degrees in Engineering and Geosciences -fields facing a shortage of professionals and showing the greatest growth potential. Of the scholarships awarded, 14 went to students from the Neuquén Basin enrolled in Petroleum Engineering and Chemical Engineering programs.



When hard work pays off

"In one word, I would describe the scholarship as 'Purpose,' because it strengthened my motivation and helps me move forward," said Gerónimo Echeverría, a first-year Petroleum Engineering student at the Universidad Nacional del Comahue in Neuquén who received the Roberto Rocca Scholarship for the first time.

Meanwhile, Martina Belén Cisneros, from Catriel, is in her fourth year of high school and received the scholarship for the third consecutive year. For her, this recognition is a great motivation to study, and she says that remembering she can participate in the program next year encourages her to do her homework with greater enthusiasm. "It contributes to a better future by providing more opportunities," says the future Petroleum Engineering student, the degree program she chose to continue her higher education.

To hear from more students about their experiences, click HERE.





Local programs

ARGENTINA

Future Graduates Program

This program offers a monthly financial scholarship and professional support so young people can continue their studies. Together with Fundación Cimientos, Tecpetrol supports 40 high school students from Añelo.

Additionally, in the town of San Antonio de los Cobres, the company, together with Fundación Anpuy (part of the Cimientos network), supports seven students from EET No. 3173 with scholarships of this kind. It consists of financial support and monthly follow-up through personalized tutoring by Anpuy. Additionally, the same foundation organizes the annual event "Working on My Future," which aims to provide tools and guidance for job placement and life project development to young people from the Department of Los Andes -in the Salta Puna region- who are in their final year of school. Alpha Lithium participated for the second consecutive year as a sponsor and also offered talks and mock job interviews with the Human Resources team. The event brought together 203 young people from various schools in the Department.

Gregorio Álvarez Scholarship Program

Tecpetrol contributed to the Gregorio Álvarez Scholarship Program of the Government of the Province of Neuquén, in the "Bronze" category, with a donation of USD 250,000. The program aims to promote opportunities for continuing education, returning, and reintegration to school at all levels, technical and professional training, and job skills development, for Neuquén residents aged 4 to 35.

Educational support for rural communities

The company sponsored Fundación Leer's reading marathon in two schools in Coronel Cornejo and one in Campo Durán. In addition, books were donated to school libraries and students, benefiting a total of 731 students.

Moreover, in the Los Andes Department, the programs LeerTe Ayuda and Misión Alpha were implemented in several primary and secondary schools across the communities of Olacapato, Santa Rosa de Pastos Grandes, and Estación Salar de Pocitos, benefiting 106 students and teachers.





ECUADOR

Training for educators

Tecpetrol promoted the training of teachers and school executives through the Educational Project Design workshop, based on the logical framework methodology, with the goal of strengthening institutional capacities in planning and pedagogical management. This initiative reached 50 leaders and teachers.

Infrastructure improvement

Efforts were made to improve educational infrastructure by providing materials to renovate classrooms in single-teacher primary schools. This initiative benefited 180 students from República de Chile, Luis Pasteur, and Armando Llori schools.

Educational support for rural communities

In 2025, Tecpetrol awarded scholarships for higher technical education to 18 young people who completed high school, focusing on strategic fields such as petroleum, electromechanics, and occupational health and safety in Dureno and Pacayacu. In addition, each recipient received a laptop and educational materials, ensuring they have the necessary tools to continue their professional training and contribute to the development of their communities.

MEXICO

Socio-educational workshops

The conference "Hacking Your Brain: Dopamine, Networks, and the Power to Decide," focused on emotional and psychological development, was delivered to 120 students at the Roberto Rocca Technical School in Pesquería.

A workshop on "Educating in Surprise and Wonder" was also held for 28 teachers from three elementary schools Pesquería. Practical tools, providing them with additional educational resources.

On the other hand, in five communities, 15 workshops were conducted on the topics "Knowing My Emotions" for primary school students and "Violence in dating relationships" for secondary school students. A total of 226 young people from various schools participated. Additionally, during the same sessions, four workshops were held for 77 parents on the impact of emotional wounds.

Reading workshop

In Pesquería, as part of the most recent volunteer activity at the Guillermo Prieto primary school in the Francisco Villa community and the Jesús Benavides primary school in the La Arena community, a reading workshop was held. Additionally, more than 250 books were donated to each school to improve educational quality.

COLOMBIA

Extra Time

In Colombia, in the Municipality of Puerto Gaitán, specifically in Vereda Puerto Triunfo and the Cuernavaca Human Settlement, 178 children from primary schools participated in initiatives to strengthen their STEM education as well as their socio-emotional skills.









PROTECTION OF CULTURAL HERITAGE – ART AND CULTURE

For Tecpetrol, art and culture are sources of innovation and creativity, they strengthen identity, preserve collective memory, and promote respect for diversity.

Through artistic and cultural initiatives, Tecpetrol supports the dissemination of diverse contemporary realities, the strengthening of identity, the preservation of collective memory, the promotion of diversity, and respect for all cultures in the communities where it operates.

In the field of art and culture, the alliance between the Techint Group and Fundación PROA stands out, a contemporary art center of which the company is a founding partner. Since 1996, it has supported this space, which has established itself as a benchmark in the cultural scene of the City of Buenos Aires, offering annual temporary exhibitions, seminars, courses, conferences, and concerts. In 2025, Tecpetrol contributed more than USD 1 million to Fundación PROA.

Photo library

They are online platforms that collect and preserve photographic archives in six countries where Techint Group operates. In Argentina, the Photo Library of Comodoro Rivadavia, part of the Historical Archive of the Secretariat of Culture of the local municipality, with the support and contribution of Fundación PROA and Tecpetrol, stands out as a leading center -not only in that city but throughout Central Patagonia.

Furthermore, in 2025, as part of the Tartagal's 100th anniversary, Tecpetrol Noroeste Basin sponsored an exhibition featuring 21 photographic compositions that trace local history through institutions as well as the growth and evolution of the city and its buildings over time. The exhibition was held twice at the Tartagal Cultural Center, drawing a total of 2,500 visitors and was officially recognized as being of municipal interest.

Film festivals

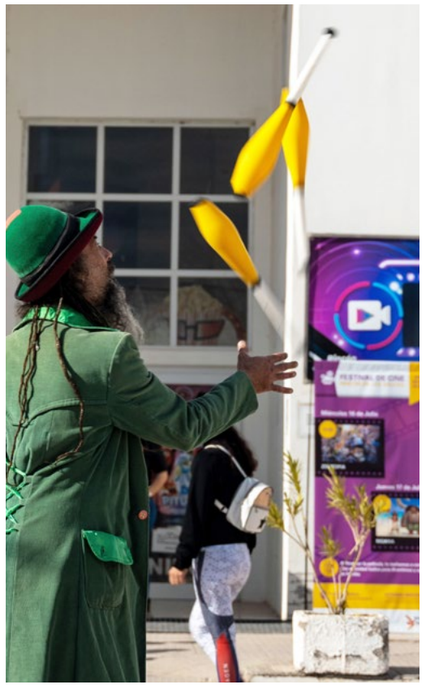
Tecpetrol promotes cultural exchange in the communities where it operates through Film Festivals, screening films both in local theaters and open-air venues, accompanied by seminars led by directors and producers. The Latin American Film Festival centers on the exchange of experiences and cultural diversity, enabling communities to explore different realities.

ARGENTINA

In Neuquén, four screenings of the Children's Film Festival were held in Neuquén city and Rincón de los Sauces, with 280 people attending. This year's program featured a workshop for the whole family aimed at developing socio-emotional and STEM skills through kite building, which was warmly welcomed by the community.

Additionally, a new edition of the Tecpetrol Latin American Film Festival took place at the Museo Nacional de Bellas Artes in Neuquén, where four renowned films were screened for the first time on its auditorium screen: "La sombra del sol" (Venezuela), "Casi el paraíso" (Mexico), "El Jockey" (Argentina), and "Al morir la matinée" (Uruguay). Organized jointly by Fundación PROA, Tecpetrol, and the Museo Nacional de Bellas Artes in Neuquén, the Festival attracted more than 350 attendees. As part of this event, two masterclass sessions were conducted: one with Milagros Fiuza, image designer for the Argentine film "El Jockey," attended by 40 participants, including film and design students; another session featured Guillermo Goldschmidt from Fundación PROA discussing "The Art of Identity," with 30 participants learning about graphic identity design for contemporary art spaces.







COMMUNITY DEVELOPMENT

GRI 3-3, 203-1

COLOMBIA

Over four days, the second Film Festival took place in the urban area of the Municipality of Puerto Gaitán and the Puerto Triunfo village. It attracted over 5,400 attendees and screened 12 national and international films from Argentina, Belgium, Costa Rica, Spain, the United States, France, India, Latvia, Mexico, and Peru. The festival became the largest gathering event of its kind in the Meta Department. It also included film forums that facilitated audience engagement and interaction with some of the directors and actors, as well as workshops on producing films using cell phones or vertical video format.

Visual art exhibitions

At the Museo Nacional de Bellas Artes in Neuquén, thanks to collaboration with Tecpetrol and Fundación PROA, the exhibition "When Faith Moves Mountains –Two Decades Later" by Francis Alÿs, a renowned international artist, was presented. This initiative aimed to offer the people of Neuquén the opportunity to experience a work of international significance, fostering new spaces for dialogue in the region. More than 300 people attended the exhibition opening and the lectures delivered by curator Cuauhtémoc Medina: one at the Escuela Superior de Bellas Artes, focused on the management of the Museo Universitario de Arte Contemporáneo and its collaboration with the Universidad Nacional Autónoma de México; and another at the Museo Nacional de Bellas Artes of Neuquén concerning the exhibition and its curatorial development.



Rights of indigenous communities

Tecpetrol holds a strong conviction that planning economic and social development is built collaboratively with communities, grounded in respect for their identities. Through ongoing dialogue and continuous communication with Indigenous communities, the company aims to foster a mutual understanding of expectations and needs. Accordingly, it focuses on the following key areas:

- Integrating intercultural knowledge within management teams.
- Establishing a multilingual social liaison team.
- Implementing and developing equitable and transparent dialogue processes

Education, health, art, and culture are areas where Tecpetrol works alongside rural and urban sectors, as well as indigenous communities.

ARGENTINA

In Salta, near the Noroeste Basin, the company maintains a historic relationship with the communities belonging to the seven indigenous ethnic groups present in the area –Wichí, Chorote, Chulupí, Guaraní, Chané, Toba, and Tapiete. Various initiatives are carried out, notably collaboration with the textile workshop, where members of the Chané community from Campo Durán actively work. As part of this project, the workshop conducted both online and in-person training to produce sportswear, for which rolls of fabric and other necessary materials were also provided.

In Coronel Cornejo, with the Wichí community of Los Lapachos and the support of the Instituto de Carreras Superiores Conscripto Ricardo Paz, a community carpentry workshop was strengthened, where eight members of the community work. Additionally, six students from the Instituto de Carreras Superiores Paz No. 6016 completed professional internships through an agreement in the Entrepreneurship Management program, totaling 480 hours of community work. The activity concluded with the carpentry workshop's participation in the main local entrepreneurs' fair, Expo Mosconi, with its own stand, and an endless band saw was donated to the community.

A community training course in home electricity was also held, with 21 participants, 19 of whom earned certification. Meanwhile, in the community of El Algarrobal, Tecpetrol contributed to the drilling of a potable water well to supply the community.

As part of the exploration drilling activities in the Guayatayoc area, Jujuy province, efforts were made to support local development by prioritizing the hiring of local suppliers and labor, promoting training programs, and carrying out community projects selected through participatory processes.

Regarding the prioritization of hiring local suppliers and labor, the focus was on meeting operational needs to foster local development, which enabled the opening of two dining facilities and the addition of various support services such as refreshments, laundry, cleaning, and lodging, representing local purchases exceeding USD 160,000. Among the most notable initiatives was the creation of a camp cleaning and hospitality service led by a young entrepreneur from Rinconadillas who assembled a team of five people. Regarding labor, 19 jobs were created for general tasks, maintenance, and kitchen services. These initiatives enhanced the community's experience in delivering services related to the industry.

In terms of training, a connection was established with the Quebraleña indigenous community through sewing and artisanal weaving workshops, taught by two women from the community. For community projects and local development, two initiatives were completed, selected through community participation: in Rinconadillas, the prioritized project was "New pumping, storage, and aqueduct," for which Tecpetrol contributed about USD 30,000; while in Quebraleña, a hydrogeological and hydraulic study was carried out to reinforce the river defenses in the town, with the company contributing approximately USD 10,000.



In the province of Neuquén, within the area of influence of the new Los Toldos II Este operation, Tecpetrol established ties with the Lof Lucero Pichinau community, part of the Tehuelche Gunün a Küna people, through a dialogue process proactively led by the company, within the framework of administrative forums convened by the provincial government.

As part of this early engagement and aiming to contribute to local development, Tecpetrol supported the educational tourism project promoted by the community, focused on building productive skills and enhancing the value of the territory. In this context, it provided materials and construction tools for building a multipurpose room to support educational, cultural, and tourism activities.

The total investment made by Tecpetrol for this project during the period amounted to approximately USD 53,000.

The company continues working collaboratively with the community and various stakeholders to assess future support opportunities, based on identified needs and the progress of the community project.

Rights of urban, peripheral, and rural communities

Through institutional initiatives and/or those linked to the social management of the business, all of Tecpetrol's activities bring it closer to and connect it with the neighboring communities in the areas where it operates.



ARGENTINA

- Participation in the annual solidarity dinner of the Asociación Síndrome de Down de la República Argentina (ASDRA for its Spanish acronym).
- Sponsorship of the 2025 National Reading Marathon organized by Fundación Leer, including funding for the educational and free-access platform, which expanded the number of beneficiaries nationwide.
- Agreement for the donation of surplus computer equipment to Fundación Equidad.
- Donation of disused furniture, resulting from the remodeling of the Tecpetrol offices in the Catalinas Norte building, to various community institutions in the Autonomous City of Buenos Aires and surrounding localities in the province of Buenos Aires.

In the Neuquén Basin, collaboration was established with several communities and institutions near its operations, including:

- Sponsorship of the Confluencia Festival in the city of Neuquén, the Producers' Festival in Añelo, and the Provincial Oil Festival in Catriel.
- Opening of irrigation channels and clearing of roads in the Sauzal Bonito community.
- Provision of specialized equipment to local authorities at Lanín National Park to combat forest fires during the summer season.
- Following the weather events that occurred in Bahía Blanca, essential supplies were delivered to assist the affected families.
- Bicycles were delivered to the residences that belong to the Provincial System of Homes for Girls, Boys, and Adolescents in the province of Neuquén.
- Essential items were donated to the María Madre de la Iglesia Parish for distribution to vulnerable members of the community.
- Clothing was provided to students at EPET No. 23 in Añelo and EPET No. 16 in Rincón de los Sauces; as well as Arduino kits to students of EPET No. 24, all participants in the Roberto Rocca Gen Técnico program.







ECUADOR

- The 5K race to celebrate the parish creation of Pacayacu was organized in coordination with the Decentralized Autonomous Government and EP PETROECUADOR. As part of the support, shirts were donated to participants and prizes awarded to the winners, promoting physical activity and social cohesion.
- Strengthening Workshop for Community Leaders, with participation from 30 leaders from the direct area of influence. The objective was to enhance leadership, organization, and community management to foster sustainable development.

COLOMBIA

- In collaboration with the Meta Department Government, the Puerto Gaitán Municipal Government, Colombian Petroleum Association, Ecopetrol, and other local operators, Tecpetrol continued its agreements to pave several kilometers of the road heading south from the municipality. This benefits citizens by improving access to healthcare, reducing risks in public transportation, and increasing producers' access to markets. Furthermore, it will diversify the economy by integrating with the Meta department's agricultural cluster, fostering the conditions needed for agro-industrial projects and expanding livestock production. Eight kilometers of pavement have been completed, and another 45 km are currently under construction.
- In Puerto Gaitán, support was given to the Festival of Candles and Lanterns, celebrating a deeply rooted Colombian tradition and fostering cultural exchange.

GOVERNANCE

Tecpetrol has a robust corporate governance framework based on ethics, transparency, and regulatory compliance, encompassing its governance structure, risk management, corporate integrity, and relationships with third parties.



IMPACT SDGs



CORPORATE GOVERNANCE

GRI 2-9, 2-11, 2-12, 2-13, 2-16, 405-1

Integrity, transparency, and compliance with laws are fundamental values at Tecpetrol. Accordingly, the company has established a regulatory and internal control framework that governs the operation and development of its various areas and processes, ensuring high ethical standards and best practices across social, environmental, safety, and quality matters.

Executives and managers play a pivotal role in communicating these principles and values, fostering clear guidelines for decision-making, and business management and operation, aimed at creating sustainable value for the company in the medium and long term.

The highest governing body is the Board of Directors, which reviews the most relevant aspects impacting the company and approves the actions that shape the strategic plan. The Board of Directors is currently composed of six members (all male), all over 50 years of age. In 2025, the Board convened on six occasions.

Members of the Board of Directors



Carlos Arturo Ormachea

Chairman

Independence: No

He graduated in Economics from the Universidad Nacional de la Plata and holds a master's degree in management from Stanford University. He is a Principal Director at Santa María S.A.I.F. and has been President of Tecpetrol Investments S.L.U. since April 2021. He has more than 40 years of experience working in the Techint Group, with 20 years in the industrial sector and 20 years in energy companies, with activities in oil and gas exploration and production, gas transportation and distribution, and power generation.



Gonzalo de Benito Fernández

Secretary

Independence: Yes

He is a practicing lawyer, registered with the Ilustre Colegio de Madrid. He holds a master's degree from the Instituto de Empresa and is currently a Managing Partner of Bufete Castellana 12 S.L.P., where his primary practice is in Commercial Law, with extensive experience advising boards of directors. Since 1995, he has been part of the Techint Group, initially as an advisor to Techint S.A. and currently as a member of the board of directors of other Group companies.



Ricardo Miguel Markous

Advisor

Independence: No

He is a Civil Engineer from the Universidad de Buenos Aires and holds a master's degree in management from Stanford University. He has served as CEO of Tecpetrol since April 2021. He has 40 years of experience within the Techint Group. He was Director of the Group's gas division and a Director at TGN. For 16 years, he led the general management of business development, gas and energy, and commercial operations at Tecpetrol.



Claudio Gabriel Gugliuzza

Advisor

Independence: No

He is a Certified Public Accountant from the Universidad de Buenos Aires. Since April 2021, he has served as President of Corporate Areas at Tecpetrol S.A. He is also a director and/or chairman of several related companies. He has over 35 years of experience as Director of Administration and Finance, Director of Planning, and Director of Tax Planning and Compliance across various companies and countries within the Techint Organization. In addition, since 2014 he has chaired Obra Social Aceros Paraná and serves as treasurer of APSOT, the health insurance fund for senior personnel of the Techint Organization.



Andrés Piñeyro

Advisor

Independence: Yes

He graduated in Architecture from the Universidad de Buenos Aires in 1989. Since 1997, he has been a partner and director of Meridium S.A., an Argentine company primarily engaged in residential building construction. Since 2003, he has held leadership roles on the Boards of Directors of the Techint Group and other related companies, mainly in Europe, with more than 10 years of experience in various positions as a director.



Carlos Guillermo Pappier

Advisor

Independence: Yes

He is a Certified Public Accountant graduated from the Universidad Nacional de La Plata. He holds a master's degree in management from the Business School of Stanford University. He is currently an independent director of Tecpetrol Investments S.L.U. and President of TechEnergy Ventures S.A. He has held various positions at Tenaris and other companies within the Techint Group. From May 2016 to April 2021, he served as General Director of Corporate Areas at Tecpetrol S.A. He also served as a director at Tecpetrol S.A. and Tecpetrol International S.A.

Learn more about Tecpetrol's directors HERE.



ETHICS, INTEGRITY, AND ANTI-CORRUPTION

GRI 2-15, 2-23, 2-26, 3-3, 205-1, 205-2
SASB EM-EP-510a.2

Tecpetrol is committed to fostering a corporate culture of transparency and integrity, grounded in ethical conduct and compliance with laws. The commitment to these values by the Board of Directors, senior management, staff, and third parties associated with the company is essential to sustaining its competitiveness and reputation over the long term.

The commitment to transparent management is part of Tecpetrol's heritage and competitive strength.

To this end, the Code of Conduct sets the guidelines that govern employee behavior and directs relationships with clients, partners, suppliers, government agencies, and other third parties involved in business processes who represent or act on behalf of the company.

Tecpetrol communicates and discloses its commitment to integrity, transparency, and regulatory compliance on its institutional website, in the Ethical Commitment section. The Code of Conduct, the Code of Conduct for Suppliers, information and direct access to the Transparency Line, the Essential Principles Of The Policy On Business Conduct For Third Parties, as well as content related to the Compliance and +Diversity Programs, are all available there.

Code of Conduct

Tecpetrol's Code of Conduct embodies best practices in ethics, legal compliance, and transparency. It also reinforces the protection of personal data, promotes transparent economic competition, and contributes to fostering a work environment that respects human rights.

Tecpetrol continuously strives to ensure that its Code of Conduct remains aligned with applicable regulations and the highest standards of ethics and transparency. In this context, following the 2024 update of the Code of Conduct and the Policy on

Business Conduct, the dissemination, communication, and training campaign continued throughout 2025.

All members of the company recognize and commit to complying with the Code of Conduct, which is issued and approved by the Board of Directors.

Policy on Business Conduct

The Policy on Business Conduct establishes the principles and procedures designed to ensure compliance with the Code of Conduct and national and international laws prohibiting corrupt practices and bribery, including, among others, the U.S. Foreign Corrupt Practices Act (FCPA). The Policy is also aligned with recognized international standards and commitments in this area, such as the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (Organization for Economic Co-operation and Development - OECD).

Conflict of interest

Tecpetrol has a Conflict of Interest and Non-Competition Policy that defines conflicts of interest as situations where relationships between employees or between employees and third parties may affect the company's interests, and it establishes guidelines and required actions, including the obligation to report in writing any actual or potential conflict of interest.

In 2025, the members of the company's Board of Directors did not report any conflict of interest.

Anti-Corruption Compliance Program

The identification, evaluation, and understanding of corruption risks are fundamental pillars for implementing a robust and effective Business Conduct Compliance Program. For this purpose, Tecpetrol has a Business Conduct Compliance Officer (BCCO), whose primary responsibilities are the management of the Policy on Business Conduct and the implementation of the internal anti-corruption control system.

As part of this Program, periodic compliance risk assessments are conducted to identify, analyze, and mitigate bribery risks the company may face, as well as to evaluate the effectiveness of the controls in place. Additionally, the BCCO carries out activities to foster a culture of transparency and keeps the company's policies updated and aligned with national and international laws against corruption and bribery.

The annual risk assessment conducted together with Management determines the work plan and the focus of the activities the BCCO will carry out during the year. In this process, the exposure to corruption risks at each location is analyzed, considering operations, activities, investments, government interactions, and third-party involvement, among others. Furthermore, to prevent and avoid money laundering as well as the financing of terrorism and drug trafficking, the company applies control mechanisms required by the regulations of the countries in which it operates.



The Chairman and the members of the Board of Directors of Tecpetrol are strongly committed to implementing the Policy and receive annual reports on the progress of the Compliance Program, including the following key activities carried out:

- Risk assessment and planning
- Updating and validity of the regulatory framework
- Advice and guidance
- Communication and dissemination
- Training
- Certifications
- Third-party evaluation
- Monitoring and auditing
- Discipline and remediation
- Benchmarking

Besides the controls established in its Compliance Program, company personnel can reach out to the Business Conduct Compliance department to proactively make inquiries and request third-party evaluations to identify, prevent, and mitigate corruption risks and their impacts.

Personal data protection

Advances in technology, e-commerce, financial services, and other business sectors have driven an increase in the processing, use, and international transfer of personal data. In 2025, Tecpetrol issued the Personal Data Protection Standard, which reflects relevant, internationally accepted principles, including provisions from European regulations, and contains rules for processing, use, access, storage, and transfer of data belonging to individuals, applicable to the personal data used by Tecpetrol and its subsidiaries.

Code of Conduct for Suppliers and third-party due diligence

Tecpetrol considers working with ethical and reputable third parties is essential to conducting its operations in compliance with applicable laws. Therefore, all suppliers must acknowledge and accept the principles defined in the Code of Conduct for Suppliers, and commit to complying with its standards, including specific provisions to prevent bribery and other improper behavior.



Additionally, it includes specific procedures for due diligence and for managing relationships with commercial intermediaries, non-commercial intermediaries, partners, and customs agents who, because of the types of services involved, may represent or act on behalf of Tecpetrol in interactions with government entities.

This Code is complemented by the Policy on Business Conduct for Third Parties, which sets out the essential principles that any third party[7] working within the framework of a commercial relationship with Tecpetrol must follow (in addition to the principles and requirements established in Tecpetrol's Code of Conduct for Suppliers).

To familiarize yourself with the Key Principles of Tecpetrol's Policy on Business Conduct for Third Parties, access HERE.

Dissemination, communication and training

Through dissemination, communication and training, the company reinforces knowledge about internal control and business conduct, fostering commitment to open and transparent management, as well as encouraging employee involvement in the corporate culture.

In 2025, Tecpetrol strengthened its training and awareness initiatives on business conduct in the countries where it operates. Within this framework, face-to-face training sessions were conducted to promote dissemination and understanding of the Code of Conduct and the Policy on Business Conduct. These efforts were complemented by five internal communications sent to staff, aimed at reinforcing the material covered and encouraging knowledge and application of the organization's anti-corruption policies and procedures.

[7] Including its affiliates, employees, and representatives or any of their dependents.



Communication and training campaigns on anti-corruption policies and procedures are global, reaching all members of the Board of Directors and all employees, regardless of their category, region, or other factors. All members of the Board of Directors received anti-corruption training in 2025.

For more information, please refer to the ATTACHMENTS section.

Transparency Line

Aligned with standards of integrity and transparency, Tecpetrol has a confidential channel called the Transparency Line, available 24/7 for all employees, clients, suppliers, investors, and third parties.

This channel enables reporting any conduct that contradicts the Code of Conduct or its principles. The Audit Department is responsible for receiving and analyzing reports, ensuring the confidentiality of the information in accordance with applicable law.

Tecpetrol personnel are expected to remain alert to any potential violations of the ethical framework and report them to their direct supervisor, the relevant director, the Audit Department, the Legal Advisory area, or by contacting the Transparency Line. All issues covered by the Policy on Business Conduct must be reported to the BCCO.

96%[8] of the personnel identified in the annual assessment of exposure to business conduct risks have received anti-corruption training.

Reports can be submitted through any of the following channels:

- Web form in the company's Transparency line.
- By telephone through toll-free numbers (0800), available 24 hours a day in Argentina, Colombia, Ecuador and Mexico.
- E-mail to AUDITORIA_RESPONDE@TECPETROL.COM
- By directly contacting the Audit Department of Tecpetrol.

Of the reports managed through the Transparency Line in 2025, the complainant opted to identify themselves in 44% of cases, and among those concluded, a verifiability of 66% was achieved.

In all cases, the handling and resolution of reports contributed to strengthening the company's internal control environment.

[8] Calculated as employees who have received training on business conduct topics by December 2025, out of a total of 487 collaborators identified as having a higher risk exposure due to their roles (considering interactions with government entities, responsibilities in contracting or supervising third parties representing Tecpetrol, involvement in controls and payments tasks, among others).



RISK MANAGEMENT

GRI 2-12, 2-13, 2-16, 3-3

Tecpetrol maintains a systematic risk management process with periodic monitoring and oversight by governance bodies

Tecpetrol operates in a challenging environment, facing both business-specific risks and those inherent to the regions where it conducts its activities, including macroeconomic and governmental factors.

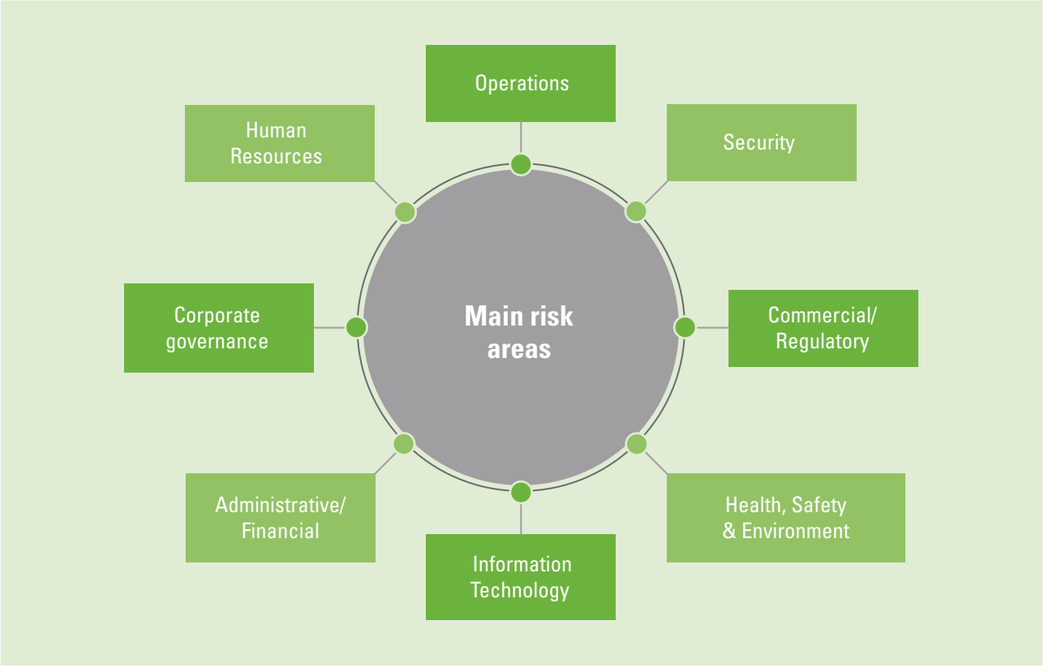
The company pays special attention to operational risks related to labor and environmental aspects. The Health, Safety, and Environment Management System is based on prevention programs, risk and impact assessment and management, improvement plans, safety and environmental care initiatives, preventive observations, and inspections of operational activities, among other tools.

To manage all risks, Tecpetrol has a Risk Management Matrix that identifies and manages the risks to which the business is exposed. Besides considering inherent and control risks, critical risks that could significantly affect operations, reputation, personnel safety, the environment, or generate significant financial liabilities impacts are also monitored.

Risk management is a continuous development process that operates in a decentralized manner in each area, where every employee is responsible for reporting any event, they consider a potential risk to the company.

Tecpetrol's Risk Management team centrally coordinates with the different departments the identification, evaluation, and quantification of the critical risks, and carries out their mapping. This map is periodically reported to the Risk Committee, along with the proposed mitigation measures and action plans. Additionally, each committee includes specific presentations on emerging risks, remediation actions, and monitoring, based on the current context. The Risk Committee is responsible for supervising and reviewing the overall performance of the critical risks management process.







COMMITMENT TO HUMAN RIGHTS

GRI 2-23
SASB EM-EP-210a.3

Tecpetrol reaffirms its commitment to human rights by fostering respectful, diverse, and inclusive workplaces.

Tecpetrol has a Human Rights Policy through which it is committed to carrying its operations in a manner consistent with the principles of the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO) Declaration, the United Nations (UN) Global Compact, and all applicable human rights laws, rules, and regulations in the jurisdictions where it conducts business.

Tecpetrol adheres to the following principles[9]:

- → Respect for freedom and human dignity.
- → Prohibition of child labor, forced labor, slavery or servitude.
- → Prohibition of punishment or cruel, inhuman or degrading treatment.
- → Prohibition of harassment or discrimination.
- → Recognition of freedom of association and participation in collective bargaining.

This policy applies not only to Tecpetrol employees and the companies or joint ventures controlled by the company, but also to suppliers and third parties involved in the business.

As stated in the section Code of Conduct for Suppliers and third-party due diligence, during the onboarding process and before moving forward with the commercial relationship, suppliers must expressly accept Tecpetrol's Code of Conduct, which states that:

- They must comply with the principles articulated in the ILO Declaration of Fundamental Principles and Rights at Work.
- They will not engage in discriminatory acts against any person during the employment relationship.
- They must treat their employees with respect and dignity. None of their employees will be subjected to any form of abuse or harassment.

Diligent and systematic compliance with the provisions set forth in this Code is considered when selecting, retaining, and evaluating suppliers.

To monitor and remediate potential impacts on human rights, the company has open channels for petitions, complaints, claims, and suggestions, as well as confidential channels such as the Transparency Line.

Furthermore, Tecpetrol is strongly committed to diversity and equal opportunity. The +diversity program seeks to foster the talent of everyone within the company with a commitment to ensuring equal opportunities. For more information about the program, visit the Diversity Management section.

Professionalism, industrial vocation, continuous improvement, and research and development are some of the attributes Tecpetrol relies on to conduct its business within a framework of respect for human rights.



[9] For illustrative purposes only and not limited to.

ATTACHMENTS

ENERGY TRANSITION AND CLIMATE CHANGE

TechEnergy Ventures

Investment portfolio	
Company	Technology
Quaise Energy	Ultra-deep geothermal drilling. Electromagnetic wave technology.
Versogen	Green hydrogen production through water electrolysis. Anion Exchange Membrane (AEM) technology.
Quino Energy	Long-duration energy storage (LDES) based on quinones.
Svante	CO_2 capture system, adsorbents (Metal Organic Framework or MOF) with a steam-based regeneration system.
Noon Energy	Long-duration energy storage (LDES) based on carbon-oxygen chemistry.
Inlyte Energy	Long-duration energy storage (LDES) based on sodium.
LAVA	High-efficiency heat engine for converting heat into electrical energy.
OXCCU	Technology for the production of Sustainable Aviation Fuel (SAF) from CO_2 and H_2 conversion.
Kraftblock	Long-duration thermal energy storage based on steel slag.
Helios	Technology for reduction of metal oxides using alkali metals.
Eden Geopower	Electro-hydraulic reservoir stimulation technology to improve access to subsurface resources in geothermal energy, Oil & Gas, mining and CO_2 storage.
Aether Fuels	Technology for efficient conversion of a wide range of carbonaceous feedstocks into SAF.
Tulum Energy	Technology for turquoise hydrogen production (from methane pyrolysis) based on electric arc plasma.
Electrified Thermal Solutions	Electrically conductive refractory brick technology used as a solution for high-temperature thermal batteries.
Peak Energy	Sodium-ion battery manufacturing company.
Li Industries	Direct battery recycling technology.
Lithios	Direct Lithium Extraction (DLE) technology based on electrochemical principles.
Rodatherm	Closed-loop geothermal system for application in sedimentary basins, using propane as the working fluid.
Endolith	Bioleaching technology that uses genetically engineered microbial communities to extract copper from sulfide and low-grade ores.

ABOUT THIS REPORT

GRI 2-2

Main subsidiaries

Country	Subsidiary	Main activity	Stake
Argentina	Tecpetrol S.A.	Exploration, exploitation, production and sales of oil and gas	100%
Mexico	Tecpetrol Operaciones S.A. de C.V.	Provision of services related to the development, infrastructure, and maintenance of gas fields	100%
Peru	Tecpetrol del Perú S.A.C.	Exploration, exploitation, production and sales of oil and gas	100%
Peru	Tecpetrol Bloque 56 S.A.C.	Exploration, exploitation, production and sales of oil and gas	100%
Bolivia	Tecpetrol de Bolivia S.A.	Exploration, exploitation, production and sales of oil and gas	100%
Ecuador	Tecpeservices S.A.	Provision of services of design, engineering and construction of works in fields or any other oil facility	100%
Ecuador	Tecsip S.A.	Provision of professional and technical services, mainly aimed at the oil industry	100%
Ecuador	Pardaliservices S.A.	Provision of services of exploration, evaluation and development of hydrocarbons	72.5%
Colombia	Tecpetrol Colombia S.A.S.	Exploration, exploitation, production and sales of oil and gas, and operation, maintenance and development services of hydrocarbon fields	100%
Argentina	Techenergy Lithium S.A.	Exploration and mining	100%
Uruguay	Techenergy Ventures S.A.	Participate in other commercial companies, carry out and manage all types of investment activities in the country or abroad, on their own account or on behalf of third parties	100%
Italy	Transizione Energetica S.R.L.	Consulting in the analysis of investments in the energy sector and energy transition	100%
Argentina	Alpha Lithium Argentina S.A.U. (*)	Exploration and exploitation	100%
Argentina	Alpha Minerals S.A.U. (*)	Exploration and exploitation	-
Argentina	Alpha Puna S.A. (*)	Exploration and exploitation	-
Chile	Tecandes SpA (formerly Faro Energía SpA)	Commercialization of natural gas and other hydrocarbons	100%
Argentina	Energy Field Services S.A.	Operation and maintenance services for oil and gas fields	100%

* In 2025, Alpha Lithium Argentina S.A.U. absorbed Alpha Minerals S.A.U. and Alpha Puna S.A.U. through a merger.

STAKEHOLDERS

GRI 2-28

Business entities and chambers

Country	Entity
Argentina	United Nations Global Compact (*) Argentine Institute of Oil and Gas (IAPG for its Spanish acronym) (**)(***) Argentine Committee of the World Energy Council (CACME for its Spanish acronym) (**) Chamber of Public Limited Companies Chamber of Hydrocarbon Exploration and Production (CEPH for its Spanish acronym) (**) Argentine Business Council for Sustainable Development (CEADS for its Spanish acronym) (*) Women's Empowerment Principles (WEPs) Jujuy Mining Chamber Salta Mining Chamber (**) Salta Industrial Union (UIS for its Spanish acronym) (**)
Bolivia	Bolivian Chamber of Hydrocarbons and Energy
Colombia	Colombian Petroleum Association (ACP for its Spanish acronym) (**) Colombian Federation of Human Resources Management (ACRIP for its Spanish acronym) Chamber of Commerce Supersocieties – Superintendencies of Companies S&P Global - Platts Latin American Drilling Safety (LADS) Mining and Energy Committee
Ecuador	Ecuadorian Hydrocarbons Industry Association (AIHE for its Spanish acronym) (**) Chamber of Commerce of Quito in the Petroleum Sub-Chamber (COMPETRO for its Spanish acronym) LADS Ecuador (**) Society of Petroleum Engineers – SPE Ecuador Section
Mexico	Mexican Association of Hydrocarbon Companies (AMEXHI for its Spanish acronym) (**) Human Resources Association of the Oil Industry (ARHIP for its Spanish acronym) Mexican Hydrogen Association Mexican Energy Association (AME for its Spanish acronym) (**) Chamber of the Transformation Industry of Nuevo León (CAINTRA for its Spanish acronym) Nuevo León Energy Cluster Mexican Solar Energy Association (ASOLMEX for its Spanish acronym) Mexican Wind Energy Association (AMDEE for its Spanish acronym) Mexican Geothermal Association
Peru	National Society of Mining, Petroleum and Energy (SNMPE for its Spanish acronym)
Venezuela	Venezuelan Petroleum Chamber
Regional/Global	Regional Association of Companies in the Oil, Gas and Biofuels Sector in Latin America and the Caribbean (ARPEL) (**) Global CCS Institute

* Sustainable development initiatives.
** Associations in which a position is held on the governing body.
*** Also with participation in the Regional Sections of Chubut, Salta, and Comahue.

DIVERSITY MANAGEMENT

Workforce profile

GRI 2-7, 405-1

Employees by contract type, gender, and region*	2025		2024		2023	
	Indeterminate	Fixed-term	Indeterminate	Fixed-term	Indeterminate	Fixed-term
By gender						
Female	284	6	272	5	247	2
Male	895	17	886	19	812	15
By region (country of employment)						
Argentina	873	12	841	12	746	8
Ecuador	71	3	73	4	73	2
Mexico	147	2	154	2	154	1
Colombia	71	6	72	6	70	6
Venezuela	3	-	4	-	4	-
Peru	3	-	3	-	3	-
Uruguay	5	-	4	-	4	-
Spain	2	-	2	-	2	-
Italy	3	-	4	-	3	-
Chile	1	-	1	-	-	-
Total	1,179	23	1,158	24	1,059	17

* Data as of 12/31/2025 corresponding to headcount.

Employees by work schedule, gender, and region*	2025		2024		2023
	Full-time	Part-time	Full-time	Part-time	Full-time
By gender					
Female	288	2	275	2	249
Male	910	2	902	3	827
By region (country of employment)					
Argentina	881	4	848	5	754
Ecuador	74	-	77	-	75
Mexico	149	-	156	-	155
Colombia	77	-	78	-	76
Venezuela	3	-	4	-	4
Peru	3	-	3	-	3
Uruguay	5	-	4	-	4
Spain	2	-	2	-	2
Italy	3	-	4	-	3
Chile	1	-	1	-	-
Total	1,198	4	1,177	5	1,076

* Data as of 12/31/2025 corresponding to headcount.

Total workforce description*	2025												2024		2023	
	Top Executive		Top Sr Management		Top Management		Middle Management		Employees		Consolidated		Total		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%
By gender																
Female	2	5	5	11	18	18	46	16	219	30	290	24	277	23.4	249	23.1
Male	35	95	41	89	84	82	249	84	503	70	912	76	905	76.6	827	76.9
By age																
Under 30 years old	-	-	-	-	-	-	1	-	187	26	188	16	174	14.7	155	14.4
Between 30 and 50 years old	10	27	29	63	70	69	257	87	476	66	842	70	838	70.9	777	72.2
Over 50 years old	27	73	17	37	32	31	37	13	59	8	172	14	170	14.4	144	13.4
By region (country of employment)																
Argentina	34	92	38	83	84	82	228	77	501	69	885	74	853	72.2	754	70,0
Ecuador	-	-	2	4	5	5	22	7	45	6	74	6	77	6.5	75	7.0
Mexico	1	3	3	7	4	4	31	11	110	15	149	12	156	13.2	155	14.4
Colombia	1	3	2	4	4	4	13	4	57	8	77	6	78	6.6	76	7.0
Venezuela	-	-	1	2	2	2	-	-	-	-	3	-	4	0.3	4	0.4
Peru	-	-	-	-	-	-	1	-	2	-	3	-	3	0.3	3	0.3
Uruguay	-	-	-	-	1	1	-	-	4	1	5	-	4	0.3	4	0.4
Spain	-	-	-	-	-	-	-	-	2	-	2	-	2	0.2	2	0.2
Italy	1	3	-	-	1	1	-	-	1	-	3	-	4	0.3	3	0.3
Chile	-	-	-	-	1	1	-	-	-	-	1	-	1	0.1	-	-
Total employees by category	37	100	46	100	102	100	295	100	722	100	1,202	100	1,182	100	1,076	100

* Data as of 12/31/2025 corresponding to headcount.

SUPPLY CHAIN

GRI 204-1

Purchases in Millions of USD*	Argentina			Colombia			Mexico			Ecuador			Total		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Facilities															
Local	338.9	163.6	131.9	15.5	15.3	22.0	7.6	6.3	5.9	2.9	3.3	4.0	364.9	188.5	163.7
Imported	84.9	7.4	10.6	1.6	2.5	0.5	0.5	0.3	0.1	-	-	-	87	10.2	11.3
Total	423.8	171.0	142.5	17.1	17.8	22.5	8.1	6.6	6.0	2.9	3.3	4.0	451.9	198.7	175.0
Operation & Maintenance															
Local	195.0	202.9	185.1	14.6	20.1	13.5	24.1	32.4	25.9	2.3	2.5	4.3	236.0	257.9	228.8
Imported	1.9	1.2	1.3	0.4	0.5	1.7	0.2	0.6	0.7	0.0	-	-	2.5	2.3	3.7
Total	196.9	204.1	186.4	15.0	20.6	15.2	24.3	33.0	26.6	2.3	2.5	4.3	238.5	260.2	232.5
Drilling															
Local	288.7	275.9	299.3	18.6	44.7	40.3	1.4	3.1	14.1	5.4	9.4	9.2	314.0	333.1	362.8
Imported	20.0	9.9	3.8	-	-	-	-	-	0.2	-	-	-	20.0	9.9	4.0
Total	308.7	285.8	303.1	18.6	44.7	40.3	1.4	3.1	14.3	5.4	9.4	9.2	334.0	343.0	366.8
Termination															
Local	208.6	253.0	191.3	0.1	0.1	0.1	1.2	2.2	4.1	1.2	1.0	1.9	211.1	256.3	197.4
Imported	3.4	4.6	1.7	-	-	-	-	-	-	-	-	-	3.4	4.6	1.7
Total	212.0	257.6	193.0	0.1	0.1	0.1	1.2	2.2	4.1	1.2	1.0	1.9	214.5	260.9	199.1
Support Services															
Local	115.4	64.8	61.2	6.7	4.8	5.0	10.7	9.4	10.4	2.1	1.9	1.9	134.9	80.9	78.5
Imported	4.2	3.3	1.5	0.7	1.0	0.6	0.2	0.4	0.1	-	-	-	5.2	4.7	2.3
Total	119.6	68.1	62.7	7.4	5.8	5.6	10.9	9.8	10.5	2.1	1.9	1.9	140.1	85.6	80.8
Total															
Local	1,146.6	960.2	868.7	55.5	85.1	80.9	45.0	53.4	60.3	13.9	18.2	21.4	1,261.0	1,116.9	1,031,3
Imported	114.4	26.4	19.0	2.7	4.0	2.8	0.9	1.3	1.2	0.0	-	-	118.0	31.7	23.0
Total	1,261.0	986.6	887.7	58.2	89.1	83.7	45.9	54.7	61.5	13.9	18.2	21.4	1,379.0	1,148.6	1,054.3
% Local Purchases	91%	97%	98%	95%	96%	97%	98%	98%	98%	100%	100%	100%	91%	97%	98%

* For the percentage calculations, service certifications and material receipts from the areas operated by Tecpetrol (significant operations) were included. A purchase is considered local when the country of the supplier's fiscal address matches the country of the operation executing the purchase or contract.

ETHICS, INTEGRITY, AND ANTI-CORRUPTION

Dissemination, communication and training

GRI 205-2

Training on anti-corruption policies and procedures	Employees		Middle Management & Top Managemen		Top Sr Management & Top Executive		Total 2025		Total 2024		Total 2023	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Argentina	126	90	126	98	71	99	323	95	287	98	257	97
Colombia	19	100	11	100	3	100	33	100	31	100	33	100
Ecuador	19	100	12	100	3	100	34	100	33	100	34	100
Mexico	37	100	20	100	5	100	62	100	61	100	57	98
Peru	2	100	1	100	-	-	3	100	3	100	3	100
Others (Chile, Spain, Italy, Uruguay and Venezuela)	7	100	5	83	2	100	14	93	12	86	8	73
Total trained	210	94	175	98	84	99	469	96	427	98	392	97
Number of employees*	224		178		85		487		436		403	

* Total employees identified in the annual assessment of exposure to business conduct risks.

GRI content index

Declaration of use

Tecpetrol Investments S.L.U. has reported the information cited in this GRI content index for the period January 1st 2025 to December 31st 2025 with reference to the GRI Standards

GRI 1 USED

GRI 1: Foundation 2021

APPLICABLE GRI SECTOR STANDARDS

GRI 11: Oil and Gas Sector 2021

GRI	Content	Page or reference	External verification	O&G Industry Standard	SDG	Goals	
GRI 2 - GENERAL DISCLOSURES 2021							
1. The organization and its reporting practices							
2-1	Organizational details	10, 19					
2-2	Entities included in the organization's sustainability reporting	47, 168					
2-3	Reporting period, frequency and contact point	47					
2-4	Restatements of information	47, 58, 60, 65					
2-5	External assurance	47					
2. Activities and workers							
2-6	Activities, value chain and other business relationships	10, 14, 19, 26, 123					
2-7	Employees	102, 170	✓		8 - 10	8.5 - 10.3	
2-8	Workers who are not employees	102			8	8.5	
3. Governance							
2-9	Governance structure and composition	154			5 - 16	5.5 - 16.7	
2-11	Chair of the highest governance body	154			16	16.6	
2-12	Role of the highest governance body in overseeing the management of impacts	154, 162			16	16.7	
2-13	Delegation of responsibility for managing impacts	154, 162					

GRI	Content	Page or reference	External verification	O&G Industry Standard	SDG	Goals
2-14	Role of the highest governance body in sustainability reporting	47				
2-15	Conflicts of interest	157			16	16.6
2-16	Communication of critical concerns	154, 162 - On a regular basis, the Executive Team communicates key organizational matters to the Board of Directors.				
4. Strategy, policies and practices						
2-22	Statement on sustainable development strategy	4				
2-23	Policy commitments	46, 56, 112, 157, 164			16	16.3
2-24	Embedding policy commitments	46				
2-26	Mechanisms for seeking advice and raising concerns	157			16	16.3
2-28	Membership associations	49, 169				
5. Stakeholder engagement						
2-29	Approach to stakeholder engagement	49				
2-30	Collective bargaining agreements	86			8	8.8
GRI 3 - MATERIAL TOPICS 2021						
3-1	Process to determine material topics	52				
3-2	List of material topics	52				
MATERIAL TOPICS						
ECONOMIC PERFORMANCE						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	27		11.2.1 11.14.1 11.21.1		
GRI 201 - ECONOMIC PERFORMANCE 2016						
201-1	Direct economic value generated and distributed	27		11.14.2 11.21.2	8 - 9	8.1 - 8.2 - 9.1 - 9.4 - 9.5
201-4	Financial assistance received from government	27		11.21.3		
INNOVATION AND DIGITAL TRANSFORMATION						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	29		11.14.1		
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016						
203-2	Significant indirect economic impacts	27, 29		11.14.5	1 - 3 - 8	1.2 - 1.4 - 3.8 - 8.2 - 8.3 - 8.5
RISK MANAGEMENT						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	162				
SUPPLY CHAIN MANAGEMENT						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	123		11.14.1		
GRI 204 - PROCUREMENT PRACTICES 2016						
204-1	Proportion of spending on local suppliers	123, 173	✓	11.14.6	8	8.3
GRI 308 - SUPPLIER ENVIRONMENTAL ASSESSMENT 2016						
308-1	New suppliers that were screened using environmental criteria	123				
GRI 409 - FORCED OR COMPULSORY LABOR 2016						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Tecpetrol does not have operations or suppliers at significant risk for incidents of forced or compulsory labor.		11.12.2		

GRI	Content	Page or reference	External verification	O&G Industry Standard	SDG	Goals	
GRI 414 - SUPPLIER SOCIAL ASSESSMENT 2016							
414-1	New suppliers that were screened using social criteria	123		11.10.8 11.12.3	5 - 8 - 16	5.2 - 8.8 - 16.1	
ETHICS, TRANSPARENCY, AND ANTI-CORRUPTION							
GRI 3 - MATERIAL TOPICS 2021							
3-3	Management of material topics	157		11.20.1			
GRI 205 - ANTI-CORRUPTION 2016							
205-1	Operations assessed for risks related to corruption	157		11.20.2	16	16.5	
205-2	Communication and training about anti-corruption policies and procedures	157, 174	✓	11.20.3	16	16.5	
ENERGY EFFICIENCY							
GRI 3 - MATERIAL TOPICS 2021							
3-3	Management of material topics	56, 58		11.1.1			
GRI 302 - ENERGY 2016							
302-1	Energy consumption within the organization	58		11.1.2	7 - 8 - 12 - 13	7.2 -7.3 - 8.4 - 12.2 - 13.1	
302-3	Energy intensity	58		11.1.4	7 - 8 - 12 - 13	7.3 - 8.4 - 12.2 - 13.1	
RESPONSIBLE MANAGEMENT OF WATER AND EFFLUENTS							
GRI 3 - MATERIAL TOPICS 2021							
3-3	Management of material topics	56, 65, 72		"11.6.1 11.8.1"			
GRI 303 - WATER AND EFFLUENTS 2018							
303-1	Interactions with water as a shared resource	65		11.6.2	6 - 12	6.3 - 6.4- 6.A - 6.B - 12.4	
303-2	Management of water discharge-related impacts	65		11.6.3	6	6.3	
303-3	Water withdrawal	65	✓	11.6.4	6	6.4	
303-4	Water discharge	65		11.6.5	6	6.3	
303-5	Water consumption	65		11.6.6	6	6.4	
GRI 306 - EFFLUENTS AND WASTE 2016							
306-3	Significant spills	72		11.8.2			
-	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity.	72		11.8.3	11 - 12	11.5 - 12.4	
BIODIVERSITY PROTECTION							
GRI 3 - MATERIAL TOPICS 2021							
3-3	Management of material topics	56, 78		11.4.1			
GRI 101 - BIODIVERSITY 2024							
101-2	Management of biodiversity impacts	78	✓	11.4.3			
102-4	Identification of biodiversity impacts	78		11.4.4			
101-5	Locations with biodiversity impacts	78		11.4.5			
GREENHOUSE GAS (GHG) EMISSIONS							
GRI 3 - MATERIAL TOPICS 2021							
3-3	Management of material topics	39, 56, 60		11.1.1 11.2.1			
GRI 201 - ECONOMIC PERFORMANCE 2016							
201-2	Financial implications and other risks and opportunities due to climate change	39		11.2.2	13	13.1	
GRI 305 - EMISSIONS 2016							
305-1	Direct (Scope 1) GHG emissions	60		11.1.5	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2	
305-2	Energy indirect (Scope 2) GHG emissions	60		11.1.6	3 - 12 - 13 - 14 - 15	3.9 - 12.4 - 13.1 - 14.3 - 15.2	
305-4	GHG emissions intensity	60		11.1.8	13 - 14 - 15	13.1 - 14.3 - 15.2	
305-5	Reduction of GHG emissions	60		11.2.3	13 - 14 - 15	13.1 - 14.3 - 15.2	

GRI	Content	Page or reference	External verification	O&G Industry Standard	SDG	Goals
WASTE MANAGEMENT						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	56, 74		11.5.1		
GRI 306 - WASTE 2020						
306-1	Waste generation and significant waste-related impacts	74		11.5.2	3 - 6 - 11 - 12	3.9 - 6.3 - 6.4 - 6.6 - 11.6 - 12.4 - 12.5
306-2	Management of significant waste-related impacts	74		11.5.3	3 - 6 - 8 - 11 - 12	3.9 - 6.3 - 8.4 - 11.6 - 12.4 - 12.5
306-3	Waste generated	74	✓	11.5.4	3 - 6 - 11 - 12 - 15	3.9 - 6.6 - 11.6 - 12.4 - 12.5 - 15.1
306-4	Waste diverted from disposal	74	✓	11.5.5	3 - 11 - 12	3.9 - 11.6 - 12.4 - 12.5
306-5	Waste directed to disposal	74	✓	11.5.6	3 - 6 - 11 - 12 - 15	3.9 - 6.6 - 11.6 - 12.4 - 12.5 - 15.1
EMPLOYMENT PRACTICES						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	86		11.10.1 11.11.1		
GRI 401 - EMPLOYMENT 2016						
401-1	New employee hires and employee turnover	86	✓	11.10.2	5 - 8 - 10	5.1 - 8.5 - 8.6 - 10.3
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	86		11.10.3	3 - 5 - 8	3.2 - 5.4 - 8.5
401-3	Parental leave	86	✓	11.10.4 11.11.3	5 - 8	5.1 - 5.4 - 8.5
OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	93, 112		11.9.1		

GRI	Content		External verification	O&G Industry Standard	SDG	Goals
GRI 403 - OCCUPATIONAL HEALTH AND SAFETY 2018						
403-1	Occupational health and safety management system	112	✓	11.9.2	8	8.8
403-2	Hazard identification, risk assessment, and incident investigation	112		11.9.3	8	8.8
403-3	Occupational health services	112		11.9.4	8	8.8
403-4	Worker participation, consultation, and communication on occupational health and safety	93		11.9.5	8 - 16	8.8 - 16.7
403-5	Worker training on occupational health and safety	112		11.9.6	8	8.8
403-6	Promotion of worker health	112		11.9.7	3	3.3 - 3.5 - 3.7 - 3.8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	112		11.9.8	8	8.8
403-8	Workers covered by an occupational health and safety management system	112		11.9.9	8	8.8
403-9	Work-related injuries	112	✓	11.9.10	3 - 8 - 16	3.6 - 3.9 - 8.8 - 16.1
403-10	Work-related ill health	112		11.9.11	3 - 8 - 16	3.3 - 3.4 - 3.9 - 8.8 - 16.1
TRAINING AND EDUCATION						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	93		11.10.1 11.11.1		
GRI 404 - TRAINING AND EDUCATION 2016						
404-1	Average hours of training per year per employee	93	✓	11.10.6 11.11.4	4 - 5 - 8 - 10	4.3 - 4.4 - 4.5 - 5.1 - 8.2 - 8-5 - 10.3
404-2	Programs for upgrading employee skills and transition assistance programs	93		11.7.3 11.10.7	8	8.2 - 8.5

GRI	Content	Page or reference	External verification	O&G Industry Standard	SDG	Goals
404-3	Percentage of employees receiving regular performance and career development reviews	93	✓		5 - 8 - 10	5.1 - 8.5 - 10.3
DIVERSITY AND INCLUSION						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	86, 102		11.11.1 11.14.1		
GRI 202 - MARKET PRESENCE 2016						
202-2	Proportion of senior management hired from the local community	86		11.11.2 11.14.3	8	8.5
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY 2016						
405-1	Diversity of governance bodies and employees	102, 154,170	✓	11.11.5	5 - 8	5.1 - 5.5 - 8.5
405-2	Ratio of basic salary and remuneration of women to men	86		11.11.6	5 - 8 -10	5.1 - 8.5 - 10.3
LOCAL COMMUNITIES						
GRI 3 - MATERIAL TOPICS 2021						
3-3	Management of material topics	129, 147		11.15.1		
GRI 203 - INDIRECT ECONOMIC IMPACTS 2016						
203-1	Infrastructure investments and services supported	129, 147		11.14.4	5 - 9 - 11	5.4 - 9.1 - 9.4 - 11.2
GRI 411 - RIGHTS OF INDIGENOUS PEOPLES 2016						
411-1	Incidents of violations involving rights of indigenous peoples	There were no incidents of violations involving rights of indigenous peoples.		11.17.2	2	2.3

GRI	Content		External verification	O&G Industry Standard	SDG	Goals
GRI 413 - LOCAL COMMUNITIES 2016						
413-1	Operations with local community engagement, impact assessments, and development programs	129		11.15.2		
413-2	Operations with significant actual and potential negative impacts on local communities	Tecpetrol does not have operations with significant negative impacts on local communities.		11.15.3	1 -2	1.4 - 2.3
-	Report the number and type of grievances from local communities identified	129		11.15.4	16	16.6

SASB content index

SECTOR Extractives & Minerals Processing
INDUSTRY Oil & Gas - Exploration & Production
VERSION 2023

Code	Metric	Page or reference
SUSTAINABILITY DISCLOSURE TOPICS		
Greenhouse Gas Emissions		
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	See section Emissions, page 60; 4% of direct GHG emissions (Scope 1) correspond to methane; in Tecpetrol's internal reports, the rates defined in the parameter are not determined.
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	See section Emissions, page 60; more than 90% of direct GHG emissions (Scope 1) originate from combustion sources.
EM-EP-110a.3	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See section Emissions, page 60.
Air Quality		
EM-EP-120a.1	Air emissions of the following pollutants: (1) NO_X (excluding N_2O), (2) SO_X, (3) volatile organic compounds (VOCS), and (4) particulate matter (PM_{10})	Not disclosed.
Water Management		
EM-EP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	See section Responsible Water Management, page 65.
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	See section Responsible Water Management, page 65.
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Not disclosed.
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	At the moment, Tecpetrol does not do this type of analysis.
Biodiversity Impacts		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	See section Biodiversity protection, page 78.
EM-EP-160a.2	(1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume impacting shorelines with ESI rankings 8-10, and (5) volume recovered	(1)(2) See section Spill control, page 72. (3)(4) Tecpetrol does not have operations in the Arctic or that affect shorelines with ESI rankings 8-10. (5) Not disclosed.
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	See section Biodiversity protection, page 78.
Security, Human Rights & Rights of Indigenous Peoples		
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Tecpetrol does not operate in areas of conflict.
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	The percentage of Tecpetrol reserves in or near indigenous land is not significant.
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	See section Supply chain, page 123, and Commitment to human rights, page 164. Tecpetrol does not have operations in areas of conflict.
Community Relations		
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	See section Community relations, page 129.
EM-EP-210b.2	(1) Number and (2) duration of non-technical delays	Zero days of non-technical delays in 2025.
Workforce Health & Safety		
EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	(1)(2) See section Health and safety at work, page 112. (3) 439 incidents (near misses). The rate defined in the parameter is not determined in Tecpetrol's internal reports. (4a) Average of 16 hours (20,878 hours for a staff of 1,311 employees as of 12/31/2025 plus interns as of October and summer interns). (4b) No disclosed.
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	See section Health and safety at work, page 112.
Reserves Valuation & Capital Expenditures		
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Not disclosed.
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Not disclosed.
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	See section Energy transition and climate change, page 39. Tecpetrol does not have revenue generated by renewable energy sales.

Code	Metric	Page or reference
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	Not disclosed.
Business Ethics & Transparency		
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Tecpetrol does not have operations or proven or probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	See section Supply chain, page 123, and Ethics, integrity and anti-corruption, page 157.
Management of the Legal & Regulatory Environment		
EM-EP-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Not disclosed.
Critical Incident Risk Management		
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	See section Spill control, page 72.
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	See section Environmental management, page 56, Spill control, page 72, and Health and safety at work, page 112.
Activity Metrics		
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	(1) 39,000 barrels per day (Mbbl/day), (2) 124 million standard cubic feet per day (MMscf/day). (3)(4) Zero.
EM-EP-000.B	Number of offshore sites	1 - Area MLO-124, Marina Malvinas Basin (not operated by Tecpetrol).
EM-EP-000.C	Number of terrestrial sites	21 hydrocarbon areas. Tecpetrol operates 13 of them. See section Our businesses, page 14.

FORWARD-LOOKING STATEMENTS

The environmental management goals and projections included in this document constitute forward-looking statements provided for informational and guidance purposes only. Such statements are based on information available as of a given date, factual assumptions, prevailing methodologies, and reasonable expectations at the time of their preparation.

These goals and projections, as well as their potential implementation and/or execution, may be affected or modified by a variety of factors, including regulatory changes, technological developments, the availability of cost-effective solutions, market conditions, operational constraints, and the availability of implementation resources, among others.

Accordingly, the achievement of the environmental goals and projections described herein cannot be guaranteed, and actual results may differ materially from those projected. The information contained in this document should not be construed as a legal, technical, operational and/or financial commitment, but rather as strategic guidance subject to ongoing review and update.

Independent practitioner's limited assurance report on the Identified Sustainability Information in Tecpetrol Investments S.L.U.'s Global Sustainability Report 2025

To the President and Directors of
Tecpetrol Investments S.L.U.

Limited assurance conclusion

We have conducted a limited assurance engagement on the key indicators detailed in "GRI content index" identified with the symbol ✓ (hereinafter, the "Identified Sustainability Information") of Tecpetrol Investments S.L.U. ("Company") included in the Global Sustainability Report 2025, for the year ended December 31, 2025 (the "Report").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information, for the year ended December 31, 2025, is not prepared, in all material respects, with reference to the GRI Standards ("Global Reporting Initiative"), Standards 2021 version, (hereinafter, the "Criteria").

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance engagements other than audits or reviews of historical financial information* ("ISAE 3000 (Revised)"), issued by the International Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the Practitioner's responsibilities section of our report.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities for the Identified Sustainability Information

The Company's Board of Directors is responsible for:

- The preparation of the Identified Sustainability Information in accordance with the Criteria;
- Designing, implementing and maintaining such internal control as Management determines is necessary to enable the preparation of the Identified Sustainability Information, in accordance with the Criteria, that is free from material misstatement, whether due to fraud or error; and
- The selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

The Company's Board of Directors is responsible for overseeing the Company's sustainability reporting process.

Inherent limitations in preparing the Identified Sustainability Information

Non-financial information is subject to limitations other than those to which financial information is subject given its nature and the methods used to determine, calculate, take samples or estimate values. Qualitative interpretations of data relevance, materiality and accuracy are subject to individual criteria and assumptions.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Identified Sustainability Information.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Determine the suitability in the circumstances of the Company's use of the Criteria, as the basis for the preparation of the Identified Sustainability Information;
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and
- Design and perform procedures responsive to where material misstatements are likely to arise in the Identified Sustainability Information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Identified Sustainability Information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the Identified Sustainability Information, whether due to fraud or error.

In conducting our limited assurance engagement, we:

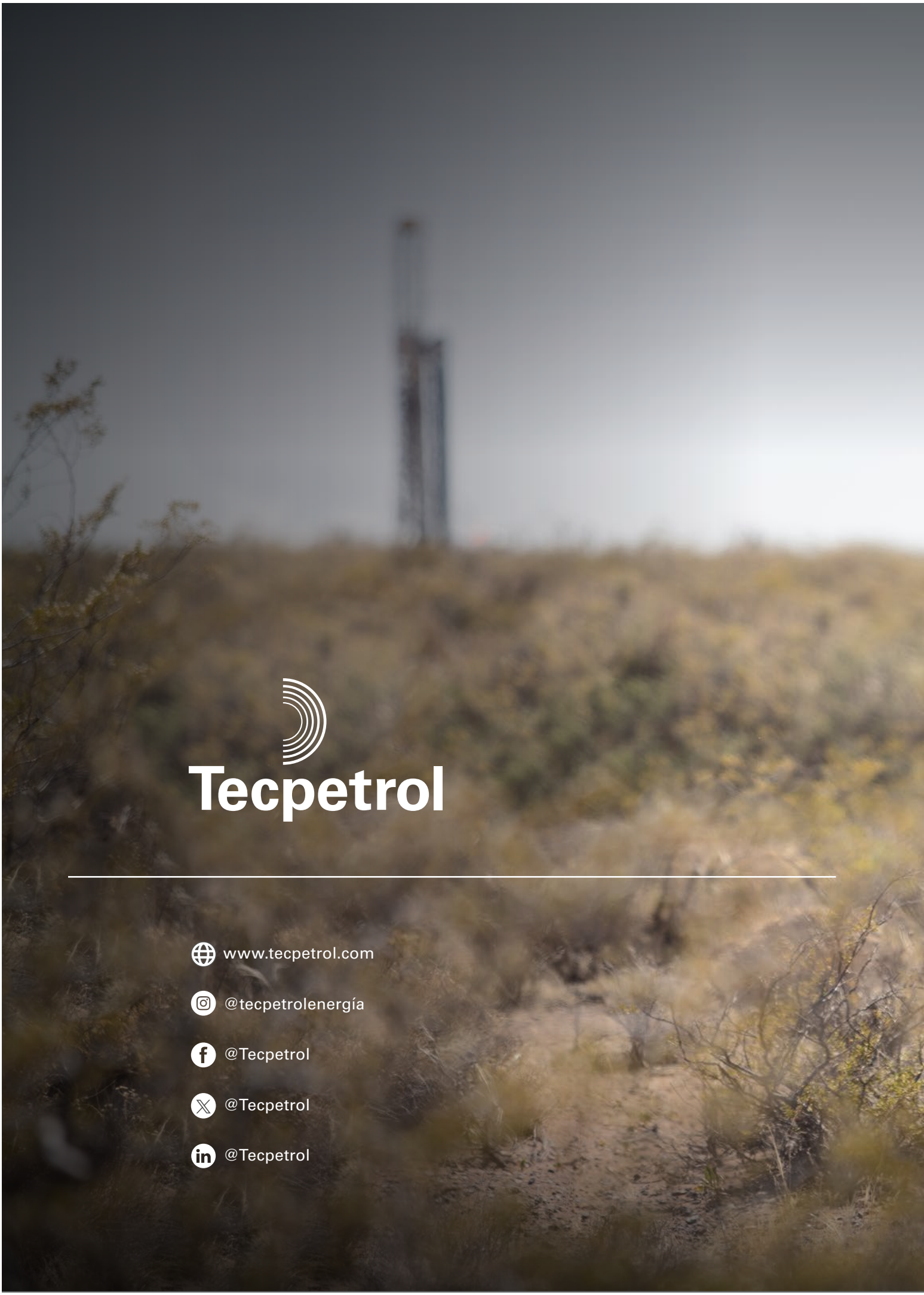
- Obtained an understanding of the Company's reporting processes relevant to the preparation of the Identified Sustainability Information;
- Evaluated whether all information identified by the process to identify the information reported in the Identified Sustainability Information is included in the Report;
- Performed inquiries of relevant personnel and analytical procedures on selected information included in the Identified Sustainability Information;
- Performed analytical testing and substantive procedures, based on selected samples, over the Identified Sustainability Information and its adequate compilation in accordance with the Criteria;
- Compared the Identified Sustainability Information with the corresponding disclosures in the financial statements;
- Evaluated the methods, assumptions and data used to develop estimates and forward-looking information related to selected information included in the Identified Sustainability Information. Our work does not include an evaluation of the operating effectiveness of controls during the period under analysis;
- Evaluated the presentation of the Identified Sustainability Information in the Report.

Autonomous City of Buenos Aires, April 28, 2026.

PRICE WATERHOUSE & CO. S.R.L.

(Partner)

Carolina García Zúñiga


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