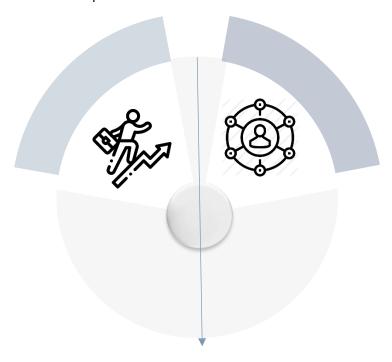




CONCEPTS

Critical Role

The President of Organización Terpel is the role with the greatest impact and responsibility in the Company's strategy. As this is a critical position, potential successors have been identified in the critical position matrix.



SUCCESSORS

Employees identified to succeed a critical position if it becomes vacant



Critical position matrix

		Variables													
							1		2	3	4	5	6		
					Service Pilla 10%		porate Strategy Infrastructure Pillar	Price Pillar	Financial Performance	Stakeholder Relations.	New businesses or strategic projects	Critical and high- risk processes.	Making important decisions.		
Critical Position Rating Matrix					This position responsible f providing sor service to inte or external customers.	for me rnal	Is this position responsible for ensuring infrastructure standards at Terpel?	Is this position responsible for Terpel's pricing strategy?	Is this position responsible for generating revenue and/or savings for the company?	Is this position responsible for generating, maintaining, and strengthening relationships with stakeholders: allies, customers, employees, among others?	Is this position responsible for securing new business or implementing strategic projects?	Is this position responsible for ensuring the proper performance of critical company processes?	Is this position responsible for making decisions that may impact corporate strategy?	Critical position (This is the case when to case when the	
N°	Vicepresidence	Regional	Position	Position Numbers	10% 10 7	3	10% 10 7 3	10% 10 7 3	20% 10 7 3	15% 10 7 3	15% 10 7 3	10% 10 7 3	10% 10 7 3		
1	Presidence	General Management	CEO	1	10		10	10	10	10	10	10	10	10,00	Critical Position
2			Position 1	1										0,00	No
3			Position 2	1										0,00	No
4			Position 3	1										0,00	No
5			Position 4	1										0,00	No
6			Position 5	1								<u> </u>		0,00	No

How is it rated?								
10 (ten)	This position is directly responsible for this pillar or variable.							
7 (seven)	This position is indirectly responsible for this pillar or variable.							
3 (three)	This position is not responsible for this pillar or variable							



Process for identifying successors to the CEO and critical positions





competencies, and

alignment with values.

Identifying









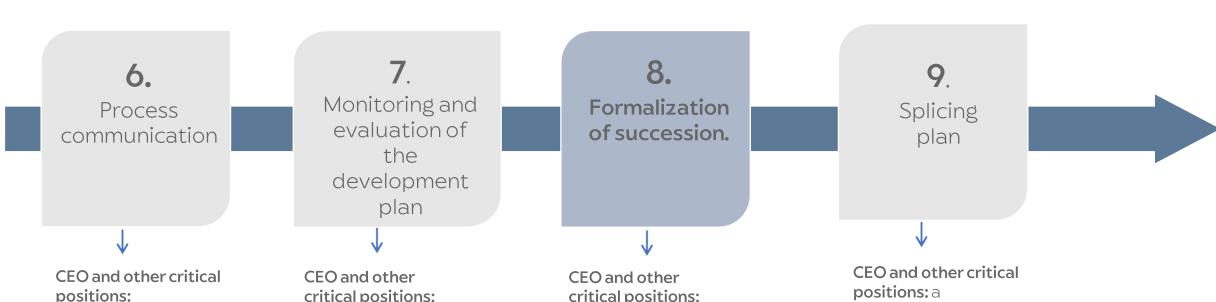
Other critical positionsvalidation with direct leaders of the position and human resources management. Successor development plan

CEO – Individualized plan for each potential successor.

Other critical positions-Individualized plan for each potential successor.



Process for identifying successors to the CEO and critical positions



Participants and leaders are informed

of the importance and role they play in the development of their teams.

critical positions:

Regular monitoring of the progress of plans, evaluating progress based on objectives.

critical positions:

Once the successor has fulfilled the requirements and the position becomes available, their appointment is formalized...

structured knowledge transfer process is implemented, which includes support, process documentation, and training on critical functions.