



Desarrollo

# CEO and Critical Roles Succession Plan

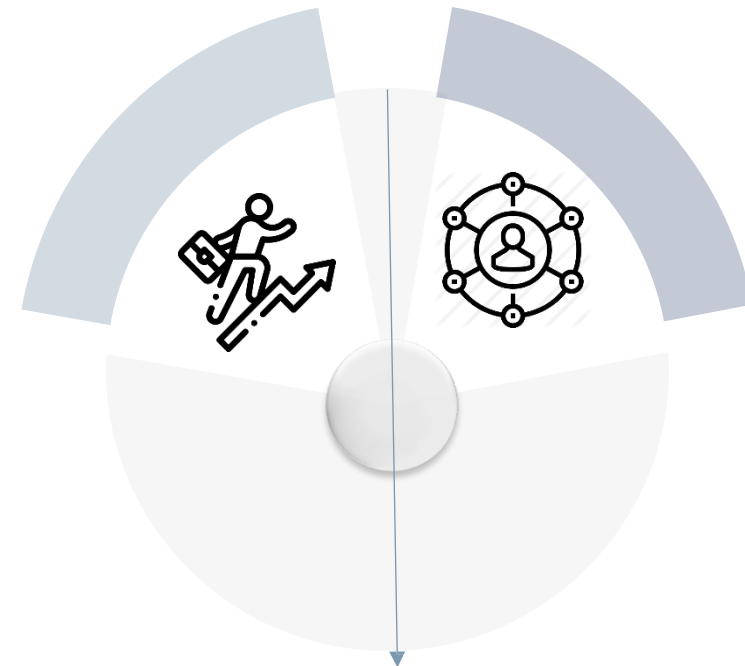


## CONCEPTS

Talent and Development Management.

## 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										
					Corporate Strategy									Financial Performance	Stakeholder Relations.	New businesses or strategic projects	Critical and high-risk processes.	Making important decisions.	Result (100%)	Critical position  (This is the case when the overall score is higher than 7)										
					Service Pillar 10%			Infrastructure Pillar			Price Pillar																			
Critical Position Rating Matrix					This position is responsible for providing some service to internal or external customers.			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?				
N°	Vicepresidence	Regional	Position	Position Numbers	10%			10%			10%			20%			15%			15%			10%			10%				
					10	7	3	10	7	3	10	7	3	10	7	3	10	7	3	10	7	3	10	7	3	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																									0,00	No

## How is it rated?

**10 (ten)**

This position is directly responsible for this pillar or variable.

**7 (seven)**

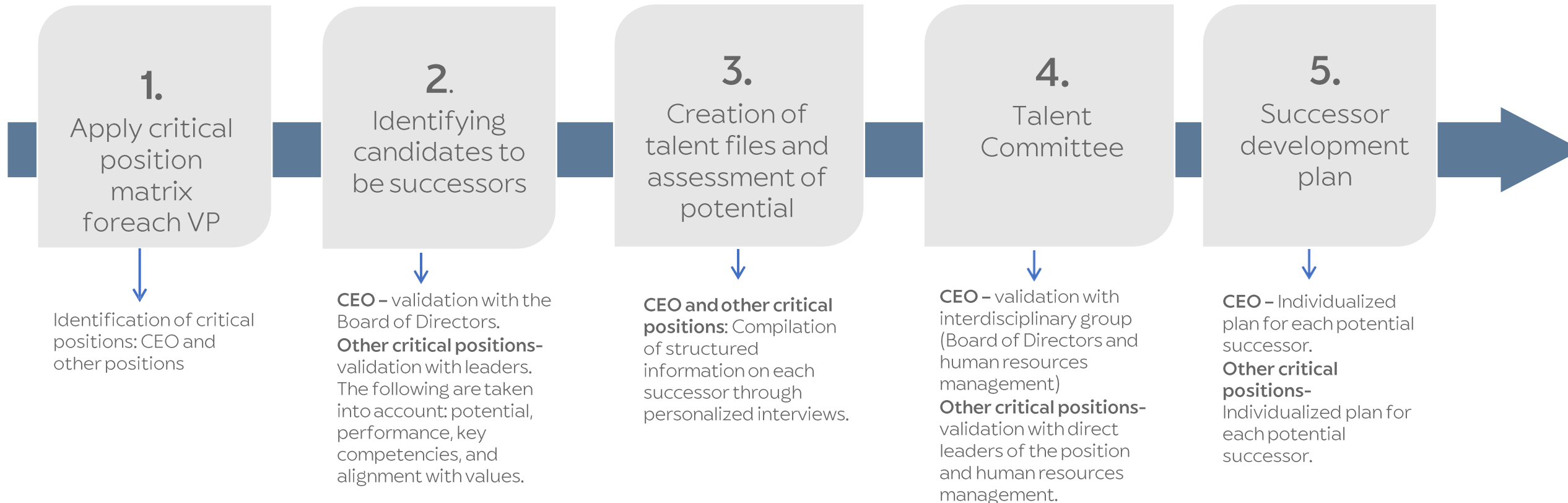
This position is indirectly responsible for this pillar or variable.

**3 (three)**

This position is not responsible for this pillar or variable



# Process for identifying successors to the CEO and critical positions





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