



4th Neltume Ports Alignment Meeting



TALENT MANAGEMENT

People and Sustainability Manager
Ultramar

Lorena López Q.

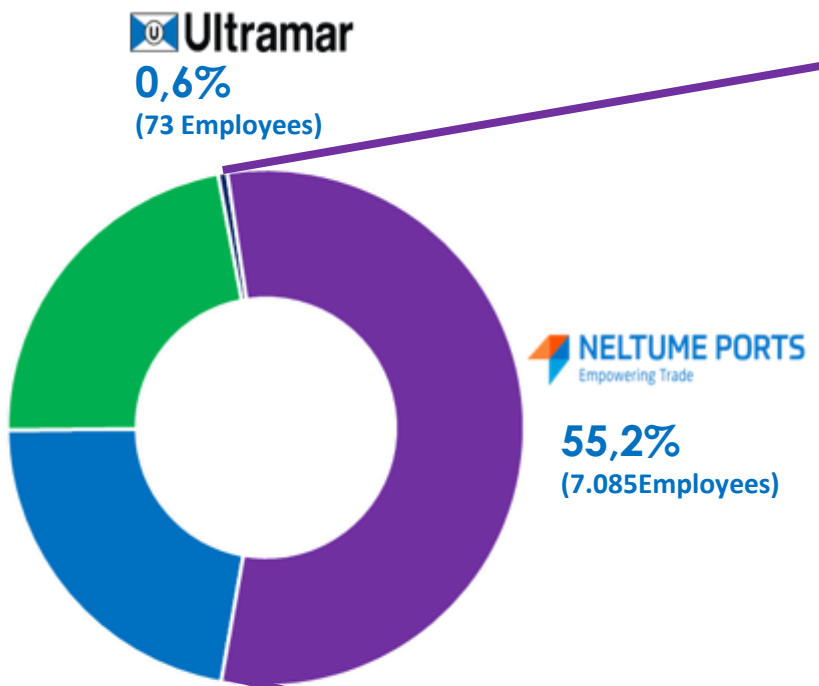


WHO MAKES NELTUME UP?

Presence



5 Countries
23 Business Units
7,085 Employees



KAPTAN
 LOGISTICS PARTNERS
22,2%
 (2.849 Employees)

DAIS AGENCIES AND INTEGRAL SOLUTIONS
22,1%
 (2.834 Employees)

Ultramar
0,6%
 (73 Employees)

NELTUME PORTS
 Empowering Trade
55,2%
 (7.085 Employees)

Employees by Business Line
December 31, 2021
12,841 Employees
 **Includes Off-shore staff and Temporary Staff



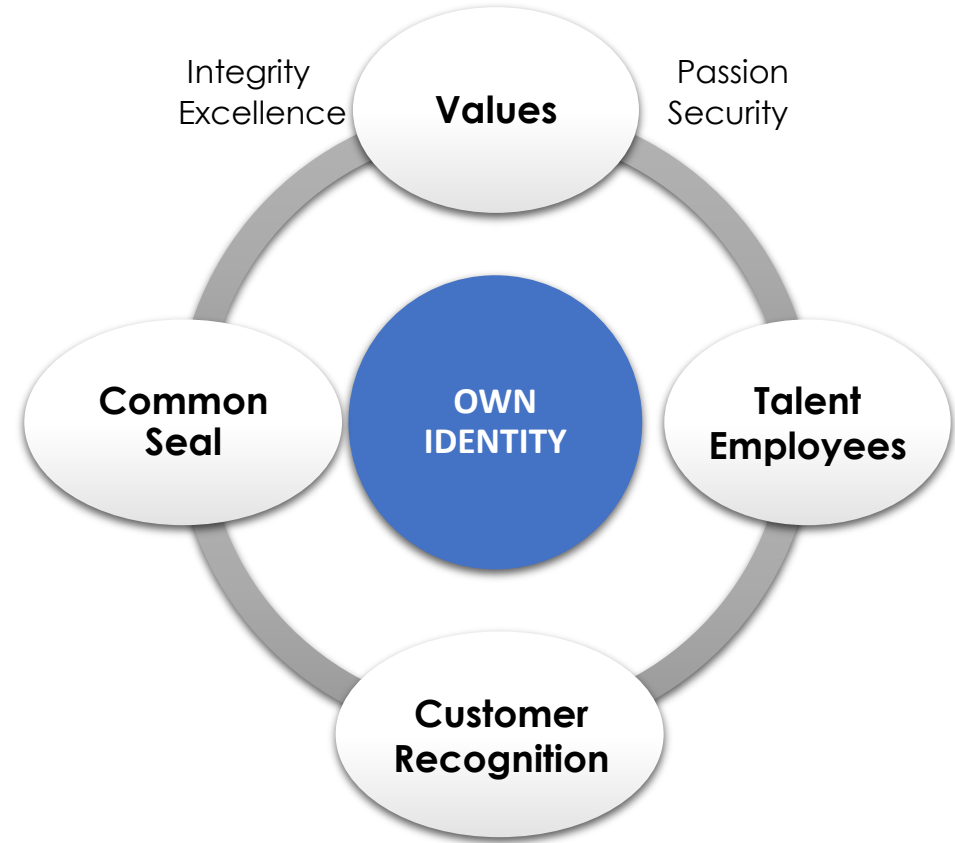
PEOPLE: OUR CHALLENGES



 **5** countries  **23** operations  geographical expansion



ENSURE COMPANY CONTINUITY

TAKING CARE OF OUR BRAND | REPUTATION



 security  resolution  flexibility

Average recommendation: 8.49

OUR STRATEGY THAT SUPPORTS OUR FUTURE



- Merit
- Diversity
- Security
- Work Climate



SCOPES OF ACTION:

ATTRACT COLLABORATORS

- Common Purpose
- Employer Brand

PREPARE AND DEVELOP

- Young Professionals/Specialists Programs
- Leaders

MOTIVATE AND RETAIN

- Performance Evaluation
- Great Place to Work measurement
- Talent Drain



TALENT DEVELOPMENT



HOW DO WE DO IT? TALENT MANAGEMENT

Continuous program



August 2022 – March 2023

- Participation in **Young Professionals programs** and **Seal of Leadership**
- **Mediciones:**



April 2022 – July 2022

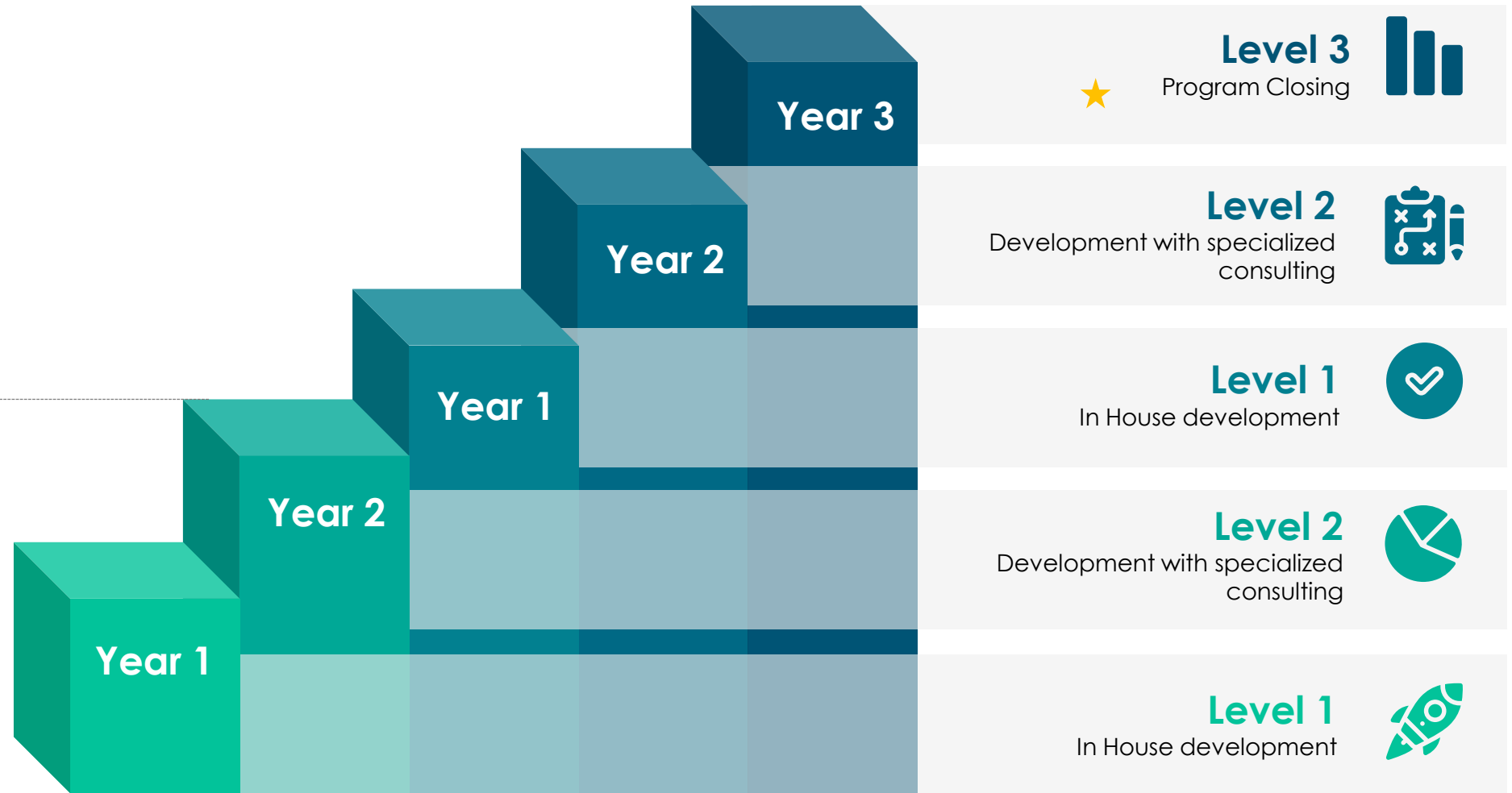
- **Validation** of participants with Business Units
- **Requirements fulfillment**
- Participants: **Remain / New to the program**

August 2022 – March 2023



Measuring and monitoring

TALENT MANAGEMENT: ULTRAMAR PROGRAMS



Measuring and monitoring

WHAT HAS HAPPENED IN NELTUME WITH TALENT MANAGEMENT IN 2021?

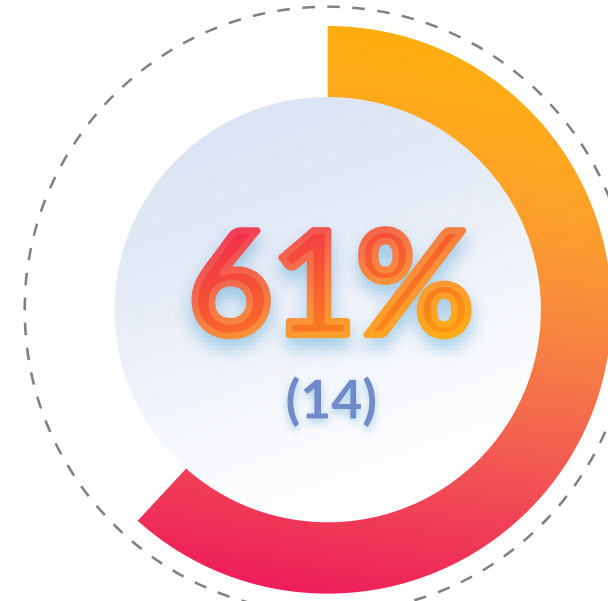


28 YOUNG PROFESSIONALS / SPECIALISTS

79% (22)
Men

21% (6)
Women

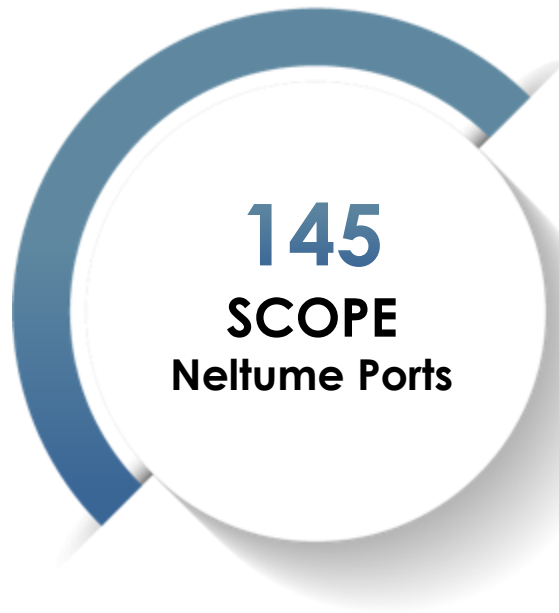
Movement and Promotions



HOW ARE WE GOING IN 2022?



YOUNG PROFESSIONALS /
SPECIALISTS



6 (14%)

Employees remain in the
program

14 (14%)

Employees are new to the
program

- Professionals / Specialists
- Under 30 years old



55% (11)
Men



45% (9)
Women

WHAT HAS HAPPENED IN NELTUME WITH TALENT MANAGEMENT IN 2021?

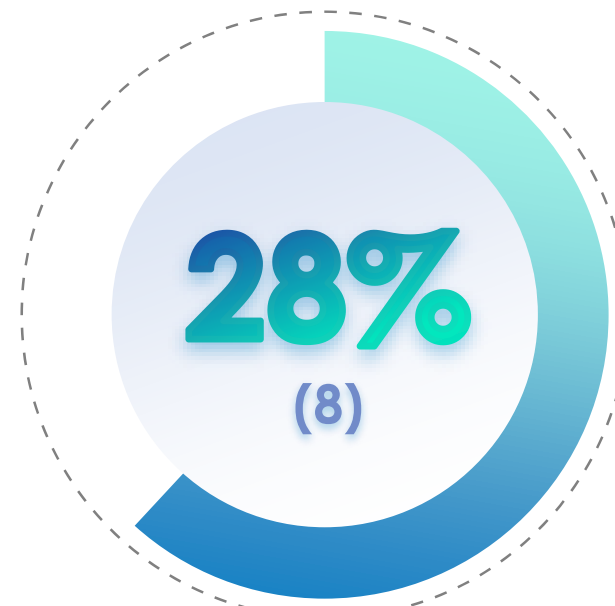
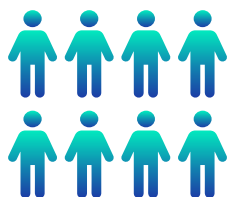


37 LEADERS

77% (28)
Men

24% (9)
Women

Movement and Promotions



HOW ARE WE GOING IN 2022?



LEADERS



- Managers, Sub-Managers and Heads



27 (60%)

Employees remain in the program

18 (40%)

Employees are new to the program



64% (29)
Men



36% (16)
Women



**TALENT MANAGEMENT: A CONSTANT AND EVOLVING
CHALLENGE**
**How do we equip ourselves with talent for the next 70
years?**



NELTUME PORTS

Empowering Trade

