

## ***“We go for Gold” through Team Line Up***

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In order to achieve the Operational Excellence that is required of us, a strong, sustainable performance culture and integrated processes are essential to promote the full potential of people at the service not only of the organization but also towards their own individual satisfaction and happiness.

And since we do not want to leave the responsibility of creating this culture to chance, we seek to develop initiatives with the involvement of employees in order to create a strong culture of excellence where employees are at the center of all decisions. Only in this way can we achieve the operational objectives of quality, consistency and efficiency that define us. In this sense, the purpose of this document is to present one of the processes that contributes positively to the development of the employees and consequent success of the organization.

In this dynamic, throughout the "Team Line Up" process, which is fully participatory, which crosses the concepts of Performance and Potential, the role of HR is essential in the creation of favorable conditions for the success and development of employees, transparency and achievement the necessary trust capital. This process, which catalyses our culture, transports to the organizational reality the concepts and ideals of sport, always in a simplistic, practical, involving, value-creating, responsible and with a language accessible to everyone's understanding.

Whereas this process is only effective insofar as it is perceived in a transparent and positive manner by the organization, both by its leaders and its employees, and in so far as it contributes to a common goal which is the success of Employees and the Enterprise, The importance of it lies in the detailed way we have developed it with a focus on total leadership involvement, empathic communication, regular and positive feedback and follow-up, and integration with other processes, seen as critical success factors.

Here it is required that the human resources professional be the guarantor of the congruence of the processes and their results for validation by the employees, since this congruence generates transparency and trust in the processes, contributing positively to its impact and longevity.

Since it is not just objective results, defining how we develop our work - soft skills - is also one of the key factors we value as an organization. We consider 3 essential competences: Collaboration; Trust and Creativity (common to all group functions), on which it has been necessary to reinforce detail (for objective understanding) for each dimension, aligning this understanding with and across teams, again creating the necessary transparency to this type of process.

It is through processes with Team Line Up that the organization ensures the discovery and alignment between the potential of the employees and the needs of the company, and at present, our entire management and coordination team is formed only by employees who grew up in the organization .

The communication, transparency and impact of development processes are the most relevant bases for the sustainability and growth of our company, being supported in large measure by a strong and consolidated organizational culture. The role of HR is precisely to perceive and maximize the impact of these processes on the organization in order to promote the success of employees and the organization.