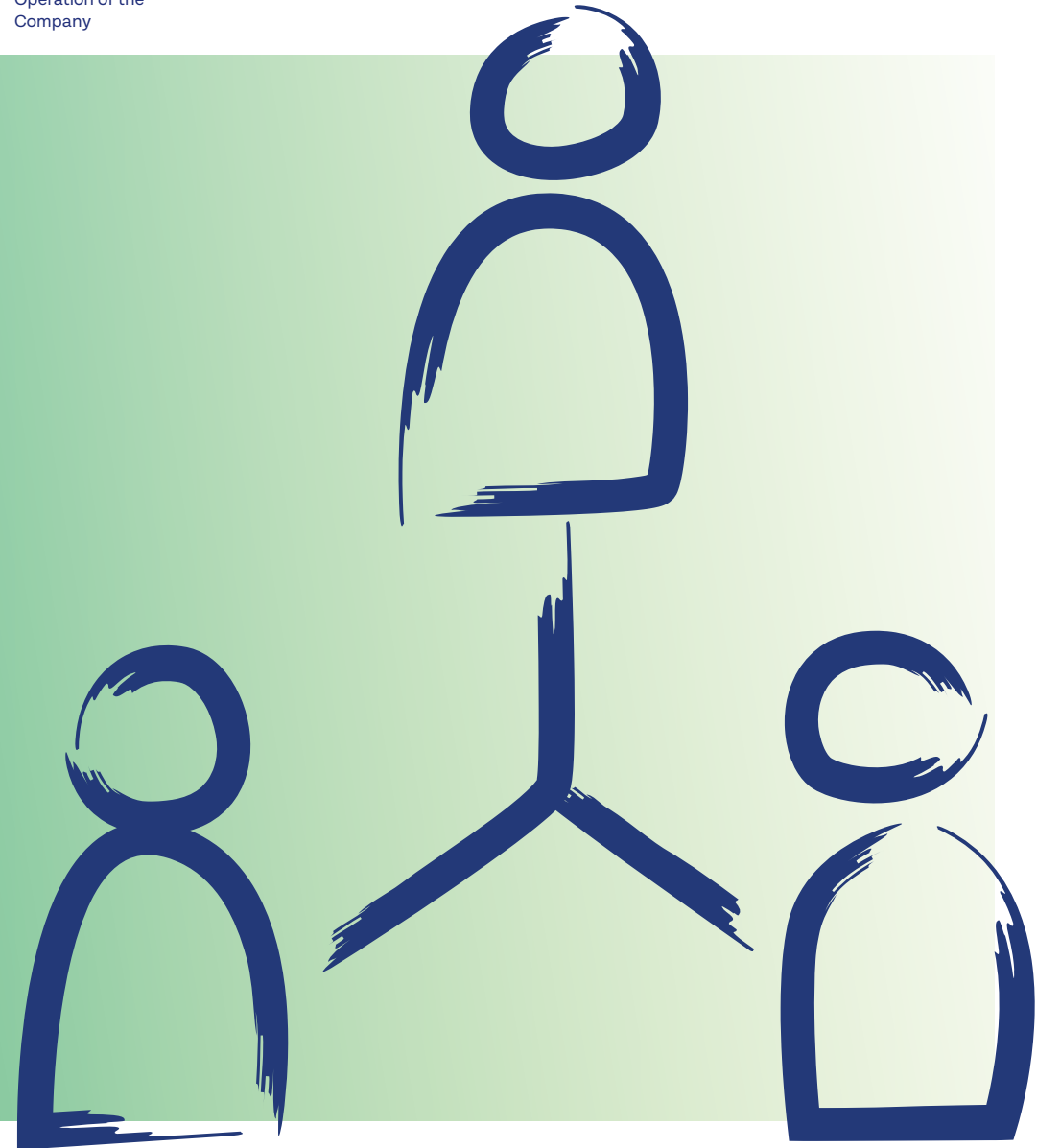


5

Our team



People

(CMF 5)

We know that people are our company's most valuable capital. We seek to create and maintain solid communication channels, opportunities for professional development, and ways to improve our employees' quality of life.



The numeric data presented in this report do not include Paola Basaure, who assumed the position of Vice President of Corporate Affairs and Sustainability on January 1, 2023.

In 2022, we had an opportunity to make the work model developed during the pandemic permanent. It is meant to be adapted to each team. The model has been very well received by our employees.

One of the noteworthy aspects of this period is related to the changes that our executive team underwent. Most of these changes were the result of promotions within Transec, which demonstrates our commitment to professional advancement within the Company. This is the case of our new CEO, who used to be part of the Transec Executive Team. This year we also focused on female leadership, and women were hired into the positions of Vice President of Business, Manager of Regulatory Affairs, and Vice President of Corporate Affairs and Sustainability (the latter in January 2023).

Other noteworthy progress made in 2022 is presented below:

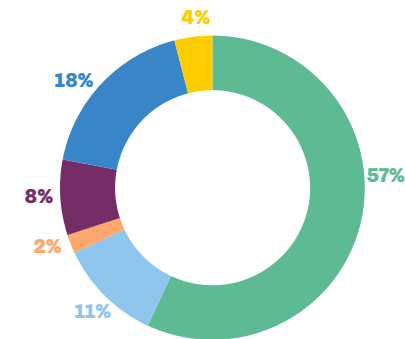
- Approval of the Diversity and Inclusion Policy
- New KPI model for executives
- The CONECT@ project, which has five lines of action meant to make the flexible work model sustainable
- An in-person Inclusive Leadership workshop for all Santiago and regional leaders

Staffing

The nature of our business requires ensuring operational continuity. This is achieved through adequate management of our human resources and our employees' commitment to their work. Our team is the Company's greatest asset: it is what makes nationwide energy transmission possible.

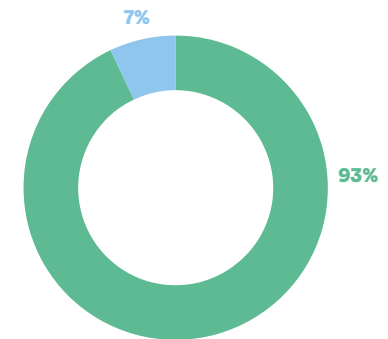
As of December 31, 2022, Transec had 587 employees, 99% of whom had open-term contracts. For more information on contract types (CMF 5.2) and work schedules (CMF 5.3), see [Chapter 9 Annexes](#).

Staffing by position



- Other professionals
- Other technicians
- Senior management
- Managers
- Division heads
- Administrative

Staffing by nationality
(CMF 5.1.2)



- Chileans
- Foreign nationals

For more information about our staff by gender, nationality, and role (CMF 5.1.1, 5.1.2), see [Chapter 9 Annexes](#).

Diversity and Inclusion

(GRI 405-1, CMF 3.1 vi)

Cultivating an inclusive culture is a priority for our Company, and we strive to ensure that it permeates every aspect of our work. Transelec's diversity team is responsible for ensuring that all of our employees feel safe, accepted, and respected. The Diversity and Inclusion Policy was designed and approved this year as part of that effort.

We undertook various actions in 2022 to reduce organizational, social, or cultural barriers to the diversity of capacities, experiences, and visions:

- Diversity assessment in collaboration with the consulting firm ARS Global. This included surveys, interviews, and focus groups.
- Unconscious Bias Awareness Program: We invited all employees to engage in workshops and discussions to comment on, share, ask questions or observe in a space designed to encourage reflection.
- Participation in the WEC Chile Women in Energy (WIE) program.
- Training at various levels of the organization: Coaching and workshops.
- Based on the results of the McKinsey Organizational Health Index (OHI), we sought to further explore issues of diversity through focus groups.
- Assessment of Corporate Competencies at 360 and 180 degrees, including the Managing/Working Diversity competency.

Gender Equity

(CMF 5.4.1)

This year, we continued to actively work on the inclusion and development of women in the electricity industry. In addition to working to increase the number of female workers in our Company, we took steps to ensure that they hold influential positions.

- Women represent 24% of our staff.
- We had three female members of our executive committee for the first time (the third beginning in January 2023).

We also worked to secure certification under the Chilean Standard on Gender Equity Management and Work-Life Balance (NCh3262:2012) during 2022. The goal is to have a management system that allows us to monitor our progress towards our diversity and inclusion objectives. In this regard, it is important to note that we have a diversity dashboard.

The following initiatives were developed with a gender perspective:

- Mentorships with a gender focus: These are mentorships framed by the "Gender" pillar of the Diversity and Inclusion Policy. Their purpose is to help build connections within the company. The mentees are women, but both men and women serve as mentors. These opportunities have allowed team members to get to know each other much better. The mentorships culminated in a leadership course in late 2022.
- Transelec Women's Network: One of the goals of this network, which is comprised of all of the women in the Company, is to bring women together through various spaces that the group itself proposes. This year, visits to substations were organized so that groups of network members could learn about the facilities and their operation. The Network also has offered workshops on topics of interest to both men and women and has supported the Company's female employees by giving them opportunities to share their experiences and creating a WhatsApp group that is meant to serve as a support network within the organization.

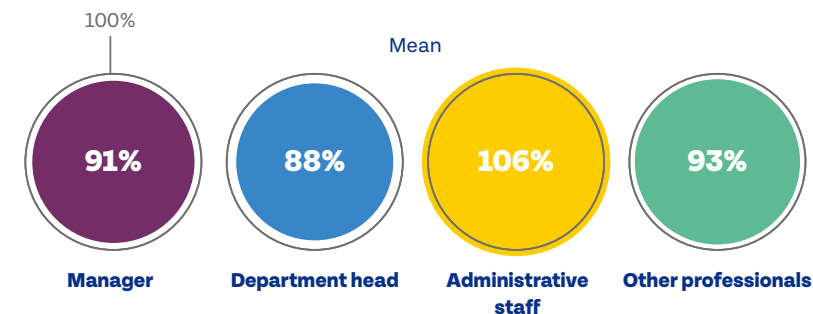
Wage gap

(405-2; CMF 3.2.xiii f, 5.4.2)

The table below shows the wage gap at Transelec in terms of percentages. It reflects the differences between the salaries paid to men and women within the Company. This gap is based on the average gross salary paid to women as compared to the amounts paid to men (AGS Women / AGS Men).

For further details go to [Chapter 9, Annexes](#).

Salary gap by role(*)



(*) In the graphs, it is indicated that values over 100% reflect that the salary is higher for women. If the percentage is less than 100%, it indicates that the salary is lower for women. A 100% indicates equal salaries. The farther the value is from 100%, the greater the wage gap.

Disabilities

(CMF 5.1.5)

We continued to work on inclusion as it relates to individuals with disabilities in 2022 by organizing lectures and workshops. Transelec’s infrastructure is universally accessible, and we are constantly evaluating and remodeling it based on this criterion.

We have conducted a compatibility analysis for each role to identify adjustments that should be made to adapt them as much as possible in case they are filled by an individual with a disability. Today, we have nine people with disabilities on our team who perform duties related to the business.

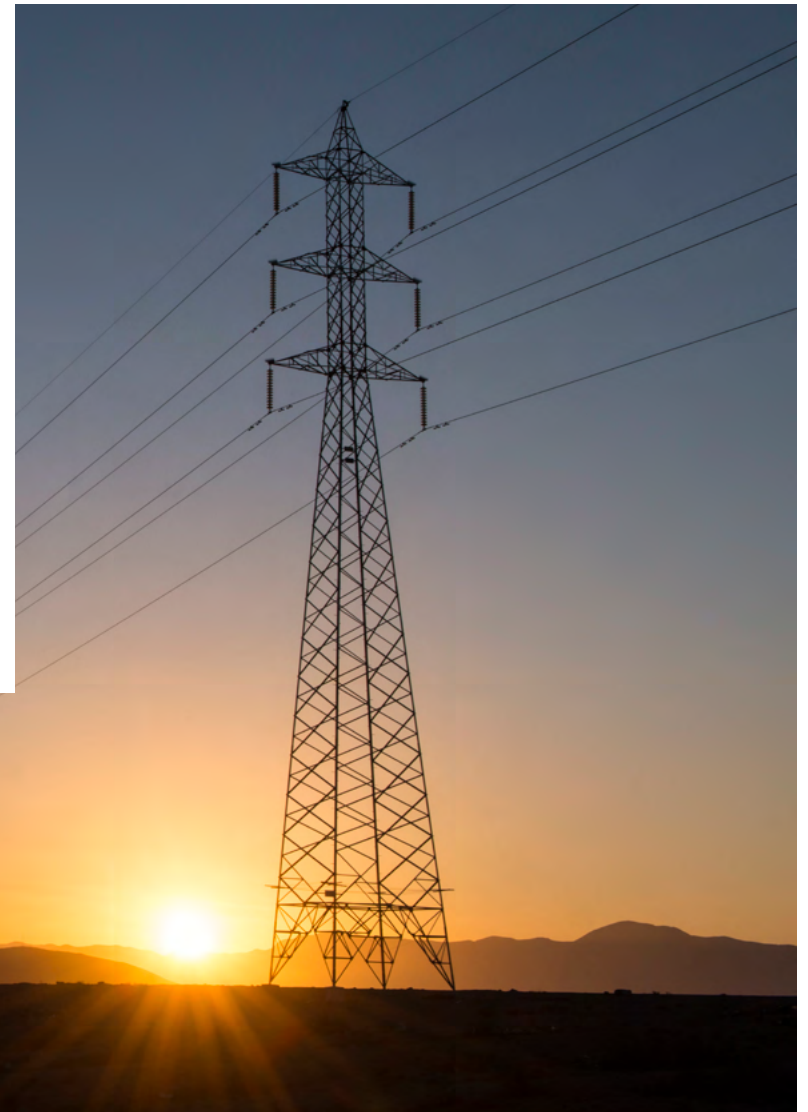
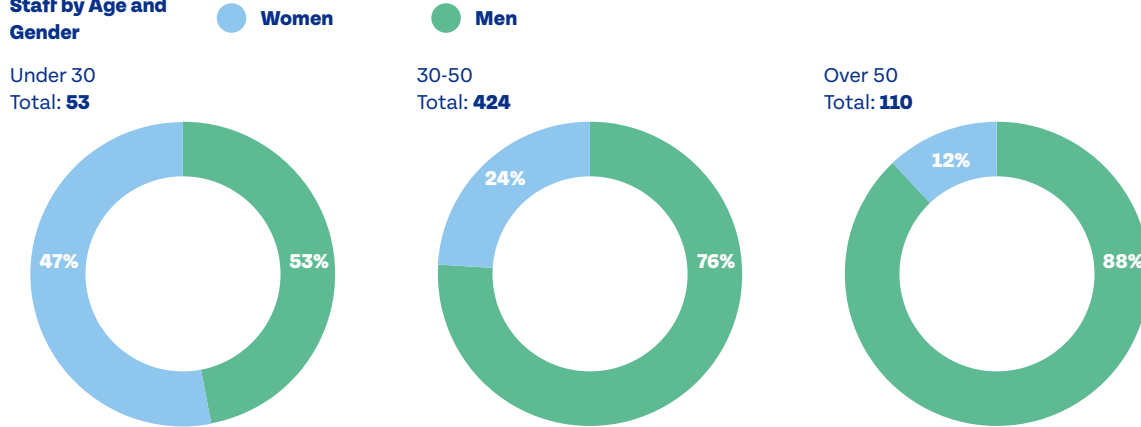
For more information on our staff organized by gender, nationality, and role, see [Chapter 9 Annexes](#).

Generation Gap

(GRI 405-1; CMF 5.1.3)

Our Company employs individuals of all ages, allowing us to bring members of various generations together to build beneficial relationships. We have designed mentoring programs in order to create new spaces in which employees from different generations can get to know one another.

Staff by Age and Gender



Labor Development

(GRI 404-2)

Hiring and Turnover

(GRI 401-1, CMF 5.1.5)

In 2022, the hiring rate, which represents the percentage of individuals hired during a period compared to total staffing, was 12.3%. Of these hires, 37.5% were women and 4% were over the age of 50.

The turnover rate, which represents the percentage of people who left the Company during a period compared to total staffing, was 4.6% in the case of women and 8.9% for men.

Of the 79 people who left the Company in 2022, 64 were voluntary resignations, of which 36% were women and 64% were men.

The average number of years of service for male employees is

9.9 years

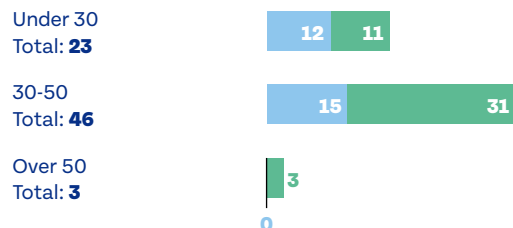
The average for women is

5.6 years

For more information on our employees' years of service with the Company (CMF 5.1.4), see [Chapter 9 Annexes](#).

Hires by age

■ Women ■ Men



Turnover rate by age

Age	Rate for women (%)	Rate for men (%)
Under 30	1.4	1.4
30-50	2.7	7
Over 50	0.5	2.6
Total	4.6	8.9

% voluntary turnover (resignations, early retirement, or other)	Rate for women (%)	Rate for men (%)
	85	79



Training and Talent Management

(GRI 401-1, 404-2, CMF 5.8 i, ii)

Our team members are deeply knowledgeable and highly specialized. We offer various training opportunities designed to enhance their knowledge and competencies and teach new skills so that our employees can reach their maximum potential.

This year, we focused on understanding the needs of the various areas of the Company by mapping knowledge which allowed us to focus on technical training activities.

We implemented three development programs on cross-cutting skills:

Development Programs

Name	Number of program participants	Objective
Inclusive leadership program	119	To expand our competencies to become an increasingly diverse and inclusive organization.
Internal mentorship program	30	To develop leadership skills and increase the effectiveness of career development.
Graduate program (Executive MBA)	2	To teach our high potential professionals management skills and develop their leadership abilities.

In 2022, we invested US\$ 713,500 in training activities and offered 33,600 hours of training. These activities were attended by 99% of the Company's employees (100% of women and 98.2% of men). This represents an average of 57.3 hours of training per employee and an investment of US\$ 1,216 per employee. (For more information, see [Chapter 9 Annexes](#)).

12%

of our female staff was promoted.

10%

of our male staff was promoted.

Performance Evaluation

(GRI 404-3)

Performance evaluation is a tool that allows us to identify opportunities for improvement and growth in our employees' professional development. We evaluated 98% of our employees in 2022.

98%

of women were evaluated.

98%

of men were evaluated.

Labor Relations

(GRI 2-30, T3-1, T3-2, T3-5)

In an effort to foster trust and promote dialogue within our team, we have held regular meetings with the Company's two unions for many years. There was no collective bargaining in 2022.

73%

of Transec staff is unionized.

We have not had a strike in

30 years (*)

Workplace Environment

(T3-4)

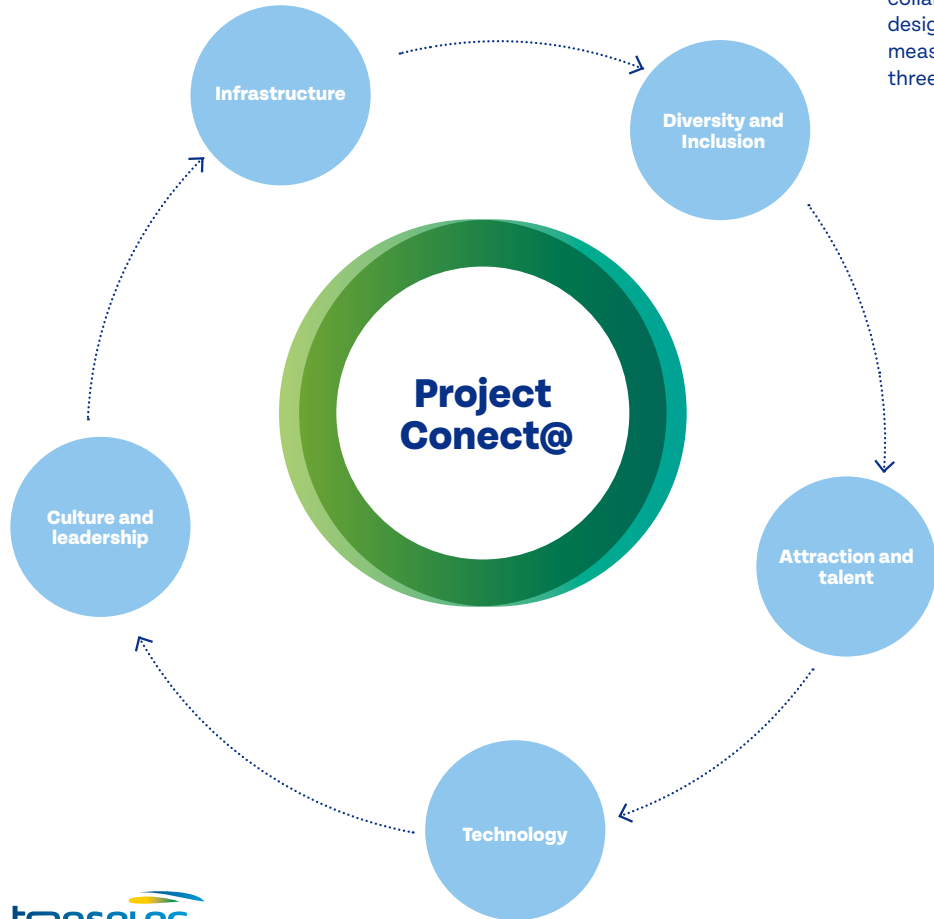
In 2022, we conducted a labor climate assessment using the Organizational Health Index (OHI) developed by the consulting firm McKinsey. The purpose of the OHI is to measure organizational health in an analytical and comparative manner. The index is applied to over 2,500 companies around the world. The results of the survey yielded an overall score of 75% and placed us in the second quartile at the global level. The vice presidencies used the results to develop plans of action to address the weakest points identified in the survey.

(*) Transec is considered a strategic company so its workers cannot go on strike.

Well-being

Project Conect@

The goal of Conect@ is to make a new way of working sustainable based on current and future business challenges and the various aspects that impact employees. Key elements include talent attraction, diversity and inclusion, infrastructure, technology, and leadership and culture.



Conect@ seeks to create a model that works in the long-term and adapts to employees' needs and those of Transec so that we can work collaboratively and efficiently. We are designing a group of indicators to measure the results of the project in three areas:

- Performance of the business and employee productivity
- Organizational health (OHI)
- Talent (attraction and retention)



Benefits Plan

(GRI 201-3, 401-2, 401-3, CMF 5.8 iv)

Our team’s benefits are established in the various laws, decrees, statutes, and case law that regulate the labor relationship between employees and companies.



Remote work and flexible schedules



Promoting diversity and inclusion efforts



Benefits for employees who have a family member facing a serious illness



Extending activities to include Transec family members



Maintaining spaces for dialogue among the various areas of the Company



Facilities for nursing mothers



Afternoon off to celebrate birthdays



Childcare support. The company has the legal benefit of a nursery until the child is 2 years old, however, the employee may opt for the company benefit of having a caregiver at home, specialized for this role (*).



Company contributions to Club Transec: This organization focuses on well-being, recreation, and other activities for the Transec Family. It is financed by the Company and through employee contributions.

(*) The benefit is extended until the child is 2 years old, and with a lower cash amount until the child’s third year of life.

Parental Leave

(GRI 401-3, CMF 5.7)

Pre- and post-natal parental leave and other types of parental benefits reflect the requirements set out in Chilean law. We support shared parental responsibility when fathers request the five-day leave granted to them following the birth of a child.

For more information on the average number of days used for post-natal leave by our employees by role (CMF 5.7), see [Chapter 9 Annexes](#).

Return from parental leave				% of people who used their post-natal leave (compared to the total number of people eligible to use such leave)	
Women who returned from parental leave	% return	Women who continue to work more than 12 months after their return from maternity leave	% of women who continue to work 12 months after their return from maternity leave	Men	Women
2	100%	100%	100%	100%	100%

Occupational Health and Safety

(GRI 403-1, 403-3, CMF 5.6)

Our priority as a company is to protect the health and safety of our employees, contractors, and those who live near our facilities. As such, we ensure that all of our employees' work is performed in compliance with established standards and procedures.

To generate a safe and healthy labor environment for all Transelec employees and contractors, we have an Occupational Health and Safety Management System that is certified under ISO 45001:2018 and France's Institute for an Industrial Safety Culture (ICSI). This integrated system includes all Transelec employees and contractors.

Transelec and the safety association Mutual de Seguridad renew the work plan that addresses essential insurance aspects under Law 16744 annually, incorporating new focus areas or methodologies to prevent job-related accidents. This allows us to identify and manage the risks that our workers are exposed to on an ongoing basis.

2022 Occupational Health and Safety Indicators(*)(**)

(GRI 403-8, 403-9, 403-10, CMF 5.6, SASB IF-EU-320a.1)

Our employees' health and safety

Accident rate 2022

0.2%

Claims rate 2022

7.8%

Our contractors' health and safety

Accident rate 2022

0.4%

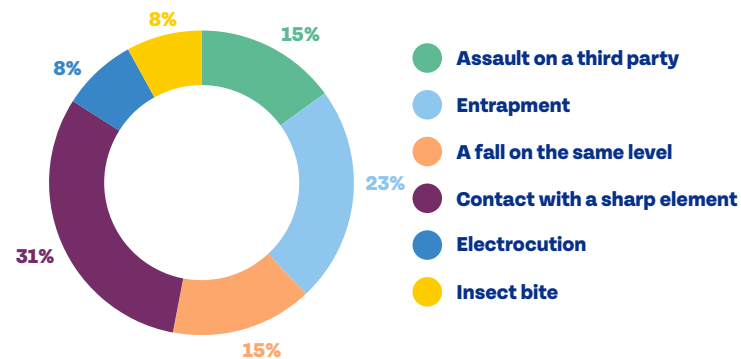
Claims rate 2022

8.5%

- 0 Fatalities
- 100% of our direct employees are covered by the labor health and safety system
- 100% of our indirect employees are covered by the labor health and safety system
- No job-related illnesses were reported for our employees during this period

Main Job-related Accidents

(GRI 403-10, CMF 5.6)



(*) Goals on page 85

(**) Claims rate is calculated based on the days lost due to accidents during the year.



Safety Culture Model

At Transec, we look to go one step further, working towards a culture with no accidents. Our goal is to ensure that everyone who works with us knows that their lives are valued and protected. We have a Safety Culture Model from which guidelines and work plans aligned with its seven pillars are derived.



One element of this model is the Fair Organization Strategy, which is designed to



Establish and define a clear line between acceptable and unacceptable conduct and the actions required to recognize, correct and/or punish such conduct as necessary.



Ensure that workers can report potentially risky situations without fear of reprisals and that the organization has the opportunity to generate actions to improve factors that lead to errors.



Be a policy or rule that is discussed, reviewed, and legitimated by the members of the organization as a whole.

Identifying Risks and Hazards

(GRI 403-2, 403-7, CMF 3.6)

Transec has a procedure called TPE 431 in place to identify hazards that could impact the health and safety of our employees and contractors. We use the procedure to generate a Risk Indicator that helps us to orient our Critical Risk Management toward Critical or High Risks.

We identify and evaluate risks on an ongoing basis, providing our employees with the tools they need to identify and report new risk situations, thus improving our work. The main tools that we have in place are:

- Reportability Program
- Stopwork Campaign
- Safe Work Analysis
- Pre-employment safety talks



In 2022, we implemented Transec’s new Reportability Platform, which is framed by our Reportability Strategy and our focus on process digitalization. This allows for the dynamic identification and communication of new risks. This new platform will allow us to address safety management using information generated by predictive indicators. The goal is to have all Transec employees develop a habit of reporting and/or proposing ideas to improve our work at all levels of the organization. This in turn strengthens constant communication and dynamic risk management.

Hazards that caused labor accidents and actions developed to eliminate them

- Lack of supervision / leadership
- Permissiveness with contractors
- Complacency
- Planning errors
- Failing to comply with electrical work procedures and/or standards

The main challenge posed by the COVID-19 pandemic in terms of occupational health and safety is the need to address psycho-social risks. In 2022, we used the ISTAS 21 survey to conduct an assessment. All of the work centers scored low, which gives us a solid foundation for building a robust Occupational Mental Health program.

Joint Committees

(GRI 403-3, 403-4)

Transec joint committees have biannual work programs that allow them to ensure that employees participate in them and are consulted. This provides a constant flow of information that feeds into the process of identifying new hazards.

We returned to the practice of holding the Joint Committee Meeting in 2022 in order to increase participation and the value of Transec joint committee work.

Joint committees				
Name of employee-company health and safety committee	Number of employees represented	Main activities this year	Responsible parties	Meeting frequency
Norte Grande Division Joint Committee	33	Inspection, dissemination, and investigation of accidents	6 lead members	Monthly
Norte Chico Division Joint Committee	44			
Central Chile Division Joint Committee	41			
Central-South Division Joint Committee	33			
South-Concepción Division Joint Committee	34			
South-Temuco Division Joint Committee	22			
Headquarters Division Committee	382			

Training and Courses on Occupational Health and Safety

(GRI 403-5, 403-6; CMF 5.8, T10-2)

Each year, we develop a program that addresses our training, education, and professional development needs so that we can give our employees the tools they need to identify and control occupational health and safety risks. The annual training program addresses the following topics, among others:

1. Critical risks
2. Legal requirements
3. Liability
4. Critical risk and emergency competencies and training
5. Safety culture
6. ISO Management System
7. Fair Organization



Number of health and safety courses offered to company employees

42



Number of company employees trained in health and safety matters

330



Hours of health and safety training offered to contractors

75,898



Hours of health and safety training offered to company employees

5,941



Number of health and safety courses offered to contractors

18