

WTS Mexi
Presentation

WTS Energy

WTS Energy World a

2000

Year
of Incorporation

With 20 offices across the world, WTS Energy is a proud partner to major energy sector players

We proudly distinguish ourselves by holding our Client's and Consultant's best interests at the core of our operations



WTS Energy

Our Missi

"To offer meaningful work arou
help to protect the environn
energy transitio

7 AFFORDABLE AND CLEAN ENERGY

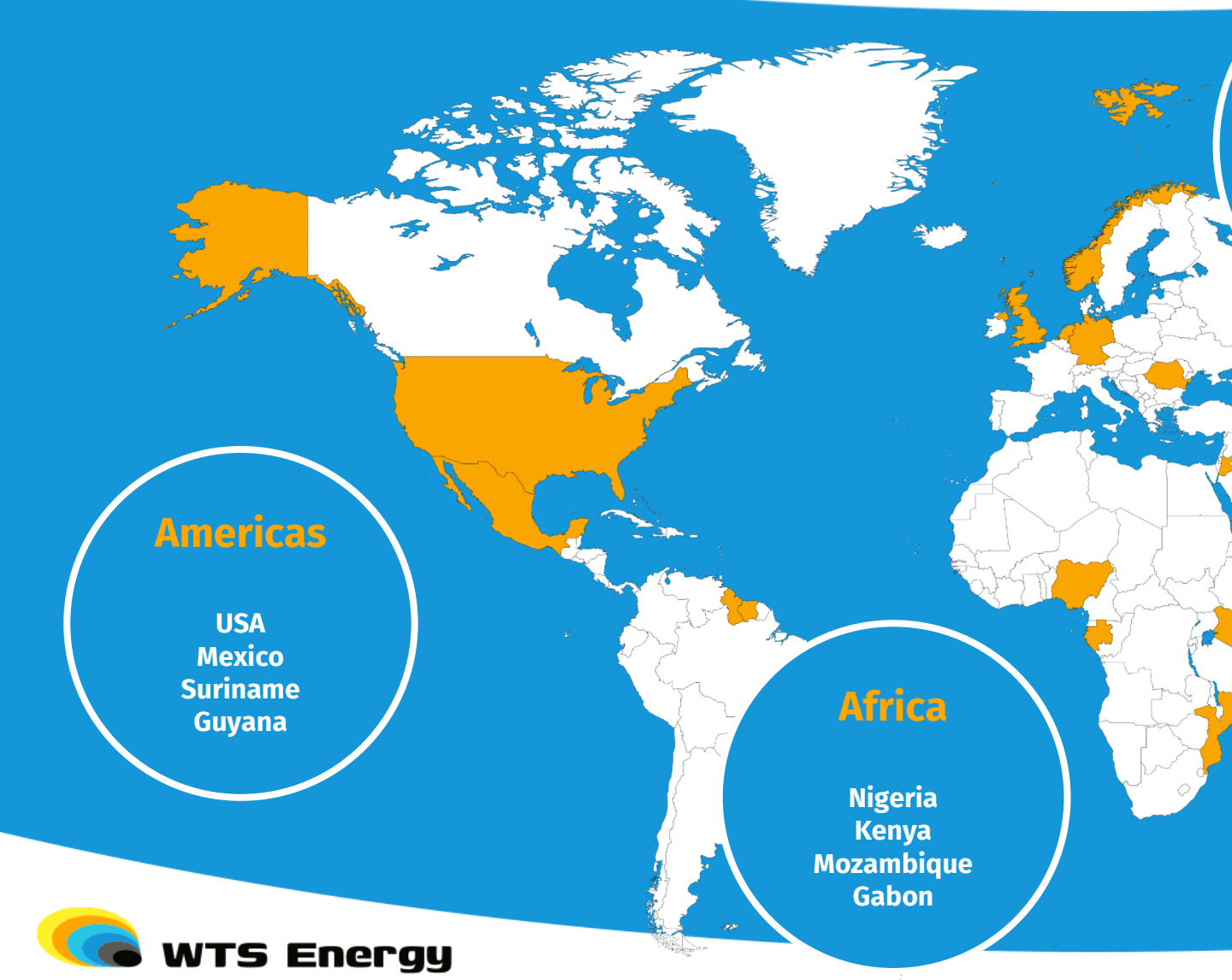
8 DECENT W ECONOM

By providing the best available workforce to companies within the energy transition industry

By taking solutions for companies within the energy transition industry to remote places around the globe.

WTS Energy

WTS Energy World a



Americas

USA
Mexico
Suriname
Guyana

Africa

Nigeria
Kenya
Mozambique
Gabon

WTS Energy

WTS Energy in the

Strong footprint in Houston (2004), Mexi

Think global, act local
local content driven Organization in Mexico – providing specialized and consultancy services

Providing technical services, recruitment, executive search. Team of 10 specialized recruiters and HR experts in the energy industry



WTS Energy

Sectors & Ser



WTS Energy

SPECIALIZED SERVICES

IMPACT

- **Outsourcing was made illegal** however **specialized services** are allowed
  1. Service Company to be registered under REPSE, a new system for the Secretary of Labor and Social Prevention (STPS)
  2. Client is not allowed to subcontract services that are part of their Incorporation
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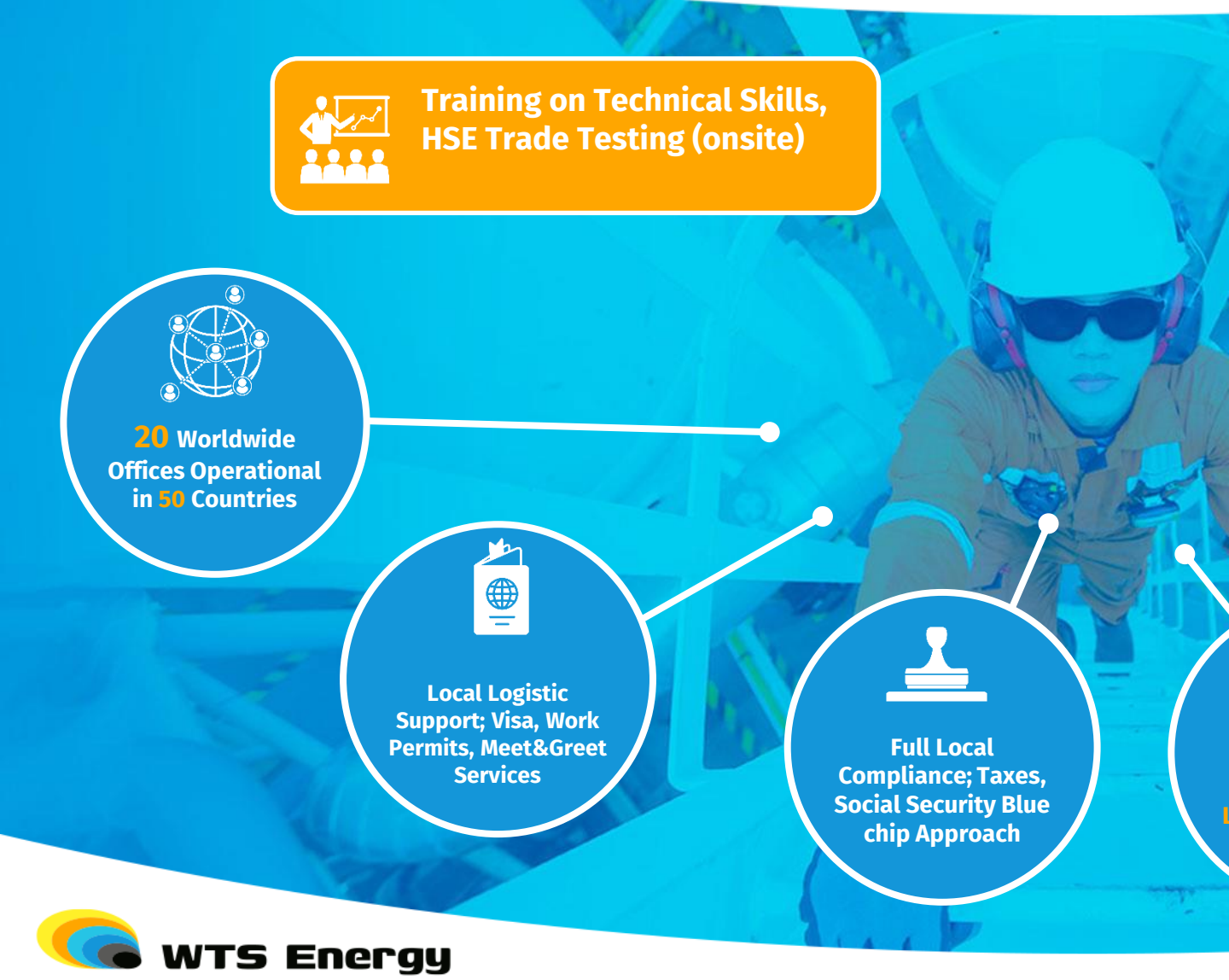
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SPECIALIZED SERVIC



Training on Technical Skills, HSE Trade Testing (onsite)

20 Worldwide Offices Operational in **50** Countries

Local Logistic Support; Visa, Work Permits, Meet&Greet Services

Full Local Compliance; Taxes, Social Security Blue chip Approach

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SPECIALIZED SERVICES - SUC

CLIENT	PROJECT
Wintershall DEA	Exploration Drilling Campa Block 3
ENI MEXICO	Exploration, Product
BORR DRILLING	Engineering Crane Supp
MODEC	Offshore Maintenance Sup
TOTAL ENERGIES MEXICO	Exploration Drilling Can
LUKOIL UPSTREAM*	Exploration Drilling Ca
HOKCHI ENERGY	Exploration Drilling and
CAPRICORN / CAIRN ENERGY	Exploration Drilling C
SAIPEM	Exploration Drilli

CLIENT REFERENCE LETTERS + RECOGI

MODEC eni TOTAL wintershall dea H

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DIRECT HIRE - SUCCESFU

CLIENT	PROJECT T
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Jaguar	Executive Search for Oil&G
TC Energy	Recruitment Campaign for Large (approx 100 po
MODEC	Recruitment for Floating, Produ positions and Offic
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SAIPEM	Recruitment for Oil&Gas Offsh operation
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ABEINSA	Specialized Recruitment for M
DIAMOND GENERATION COMPANY (DGC / Mitsubishi)	Specialized Recruitment for Ma position
ENI MEXICO	Recruitment for Offshore, Onsh Plant proj
TERNIUM	Recruitment Campaign for
FERMACA	Recruitment Campaign : (Compression S
BCYSA	Pipeline EPC + Compression

CLIENT REFERENCE LETTERS + RECOGN

TC Energy

JAGUAR Exploración y Producción

wintershall dea

Mexico Pacific

WTS Energy

DIRECT HIRE SE



Blue Collar and Project Recruitment

Specialized Recruitment (Management)

Hea s

CLIENT REFERENCE LETTERS + RECOGNI

FLEXIBILITY THROUGH

- Retained Search
- Contingent Search

WTS Energy

DIRECT HIRE – TE

LENNART RIETVELD
Regional Director



DAFNE ROBLES
SR Recruitment Consultant



Experience:

15+ years of experience withing IT, Oil, Gas, Energy & Recruitment in Mexico.

Current WTS´s Account Manager with TC Energy

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Former employee of Halliburton

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SPECIAL TAILOR MAD

BASED ON CLIENTS' REQUESTS SPECIAL PROJECTS

CLIENT	PROJECT TYPE
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INTERNATIONAL EPC COMPANY	REMUNERATION BEN
INTERNATIONAL EPC COMPANY	SALARY COST CALCU
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INTERNATIONAL GAS COMPANY	MOBILIZATION POLICY + LEG
INTERNATIONAL GAS COMPANY	VISA SET-UP & SUPPOR
INTERNATIONAL OIL & GAS COMPANY	EXPAT WORK SITUATION / S



HR CONSULTANCY

AREAS OF EXPERTISE

Phase 1 : Company incorporation & ini

Company Setup

- Implementation of Complete Company Incorporation Process.

Pre-employment

- Guidance to future employees during the Hiring process.

On

HR CONSULTANCY MANUAL A

FLEXIBILITY THROUGH

- Pick & Choose Mod
- Service Payments: Per Hour / Day

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AREAS OF EXPERTISE

Phase 2 : Accounting & Payrol

Payroll

- Setting up of Payrolling system & additional related management

Benefits

- Definition with/from client of full compensation package for employees.

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WTS ENERGY - CO

COMPLIANCE IS KEY in MEXICO. WTS ENE
FOLLOWING:

REPSE
Registro de Prestadoras de Servicios Especializados u Obras Especializadas

Registered and approved as Specialized Service Company under REPSE compliance

STPS
SECRETARÍA DE TRABAJO Y PREVISIÓN SOCIAL

Registered and approved as Specialized Recruitment Company

SAT

Positive Tax Opinion – Issued by Mexican Tax Office

COMPLIANCE DOCUMENTS A

WTS Energy

Contact

WTS ENERGY



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Regional Director
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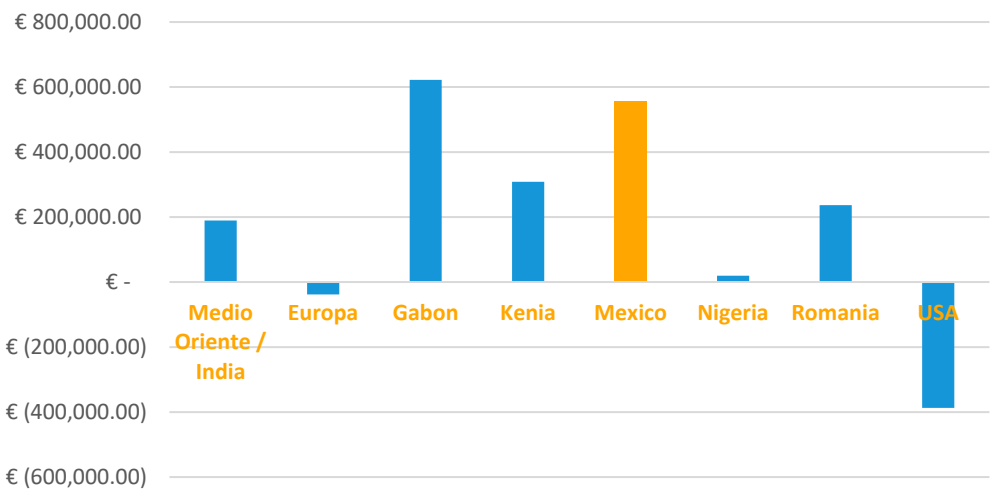
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Presentación

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2023 EN 2 MINUTOS

Facturación	**€ 12.1M**
Ganancia Bruto	**€ 2.3M**
Servicios Especializados	**€ 1.4M**
Reclutamiento	**€ 416.002**
EBITA	**€ 555,380**



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2023 - EQUIPO









OBJETIVOS 2024

Objetivos Financie

GP	2023	2024
	€ 2,306,751	€ 2,480,349

EBIT

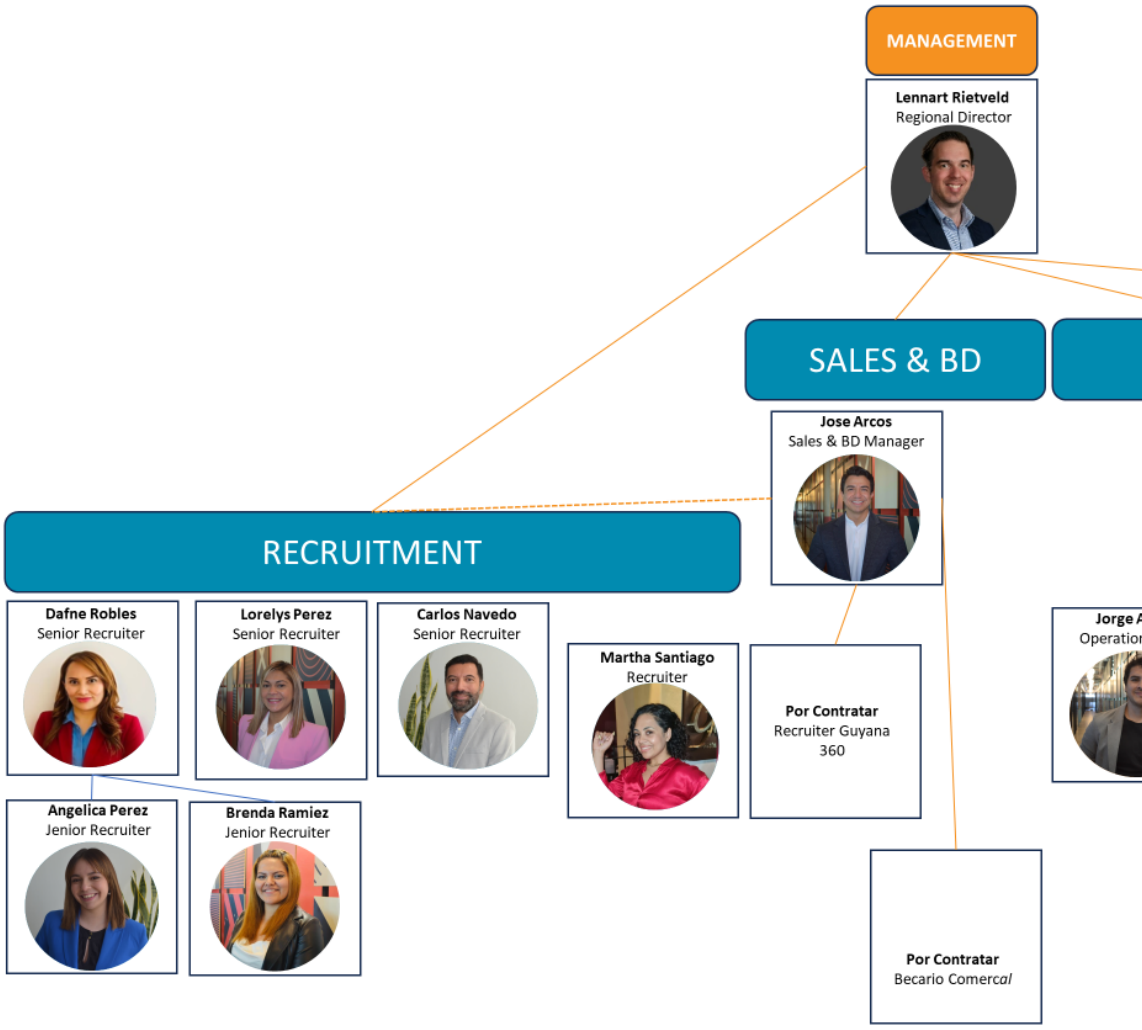
Obtener Financiamiento / Línea

Objetivos no Financi

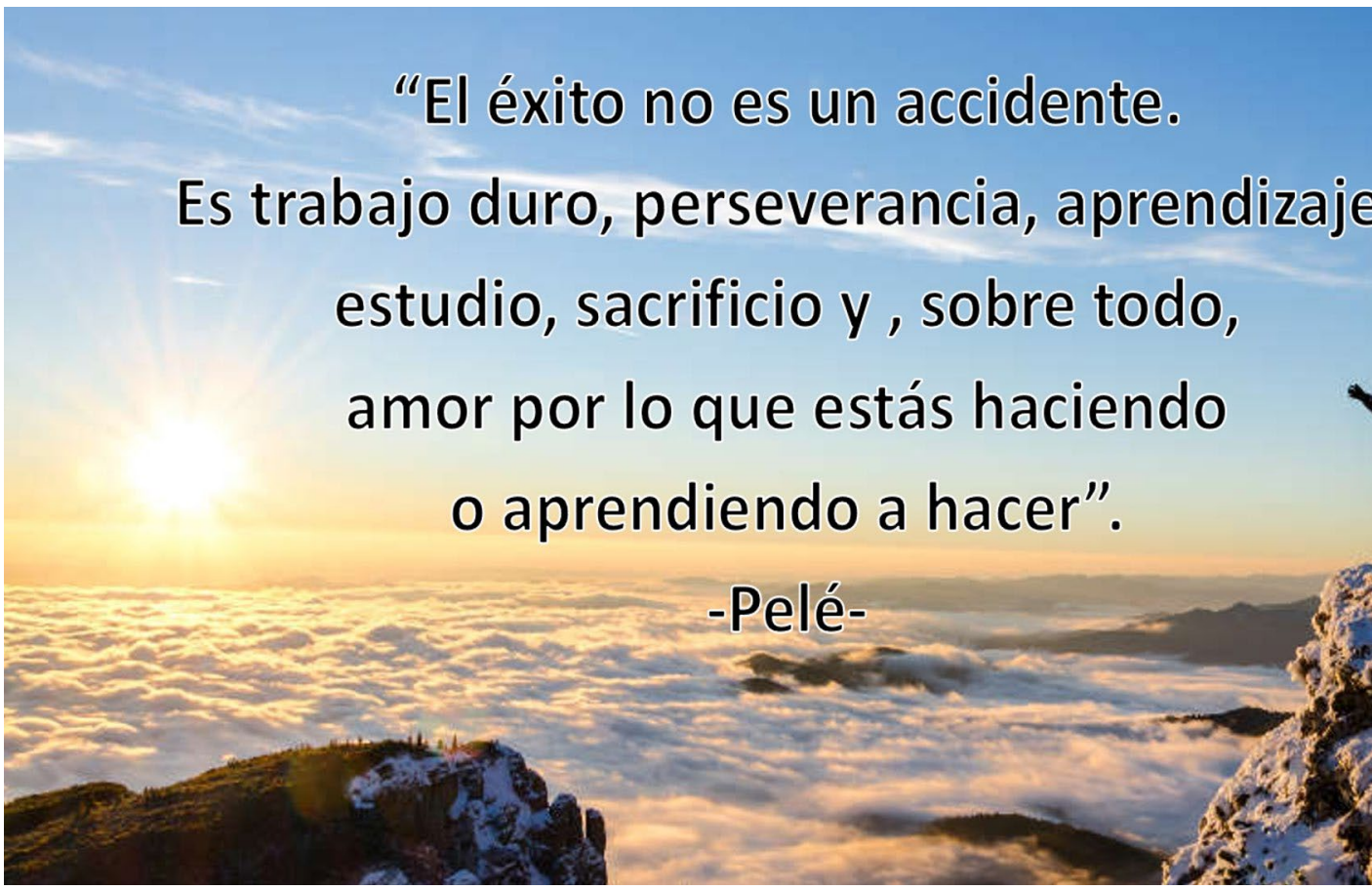
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WTS MEXICO –EQUIPO 2024



2024 - PERSPECTIVA



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2024 – COMPROMISO DIRECCIO

2024

Planes de Mejora Continua	
HSE	
1:1	CA
Presentación de Resultados Trimestrales	PRESE

Para “largo” plazo
Visión Organización México 2

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¡¡GRACIAS!!



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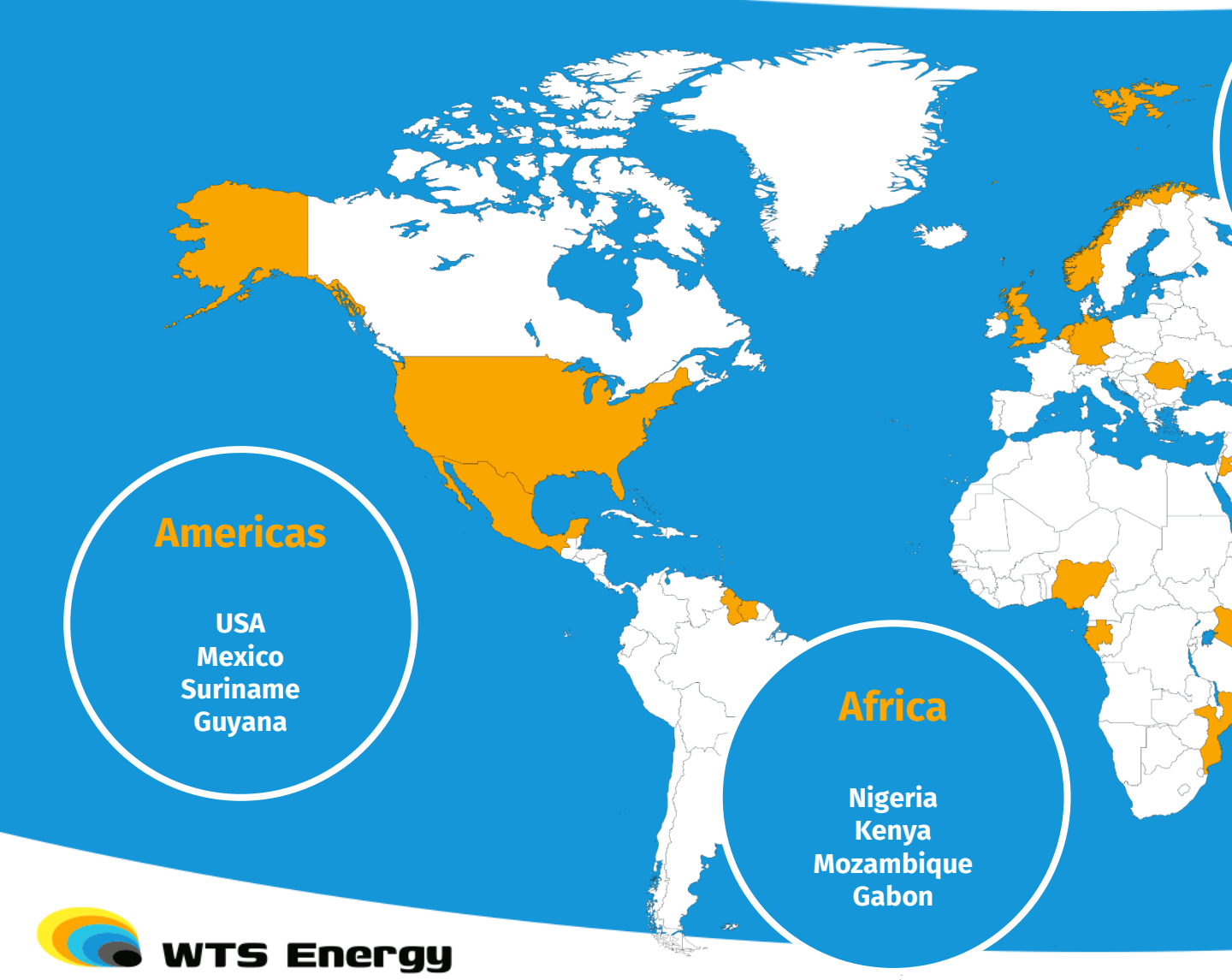
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Americas

USA
Mexico
Suriname
Guyana

Africa

Nigeria
Kenya
Mozambique
Gabon

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WTS Energy in the

Strong footprint in Houston (2004), Mexi

Think global, act local
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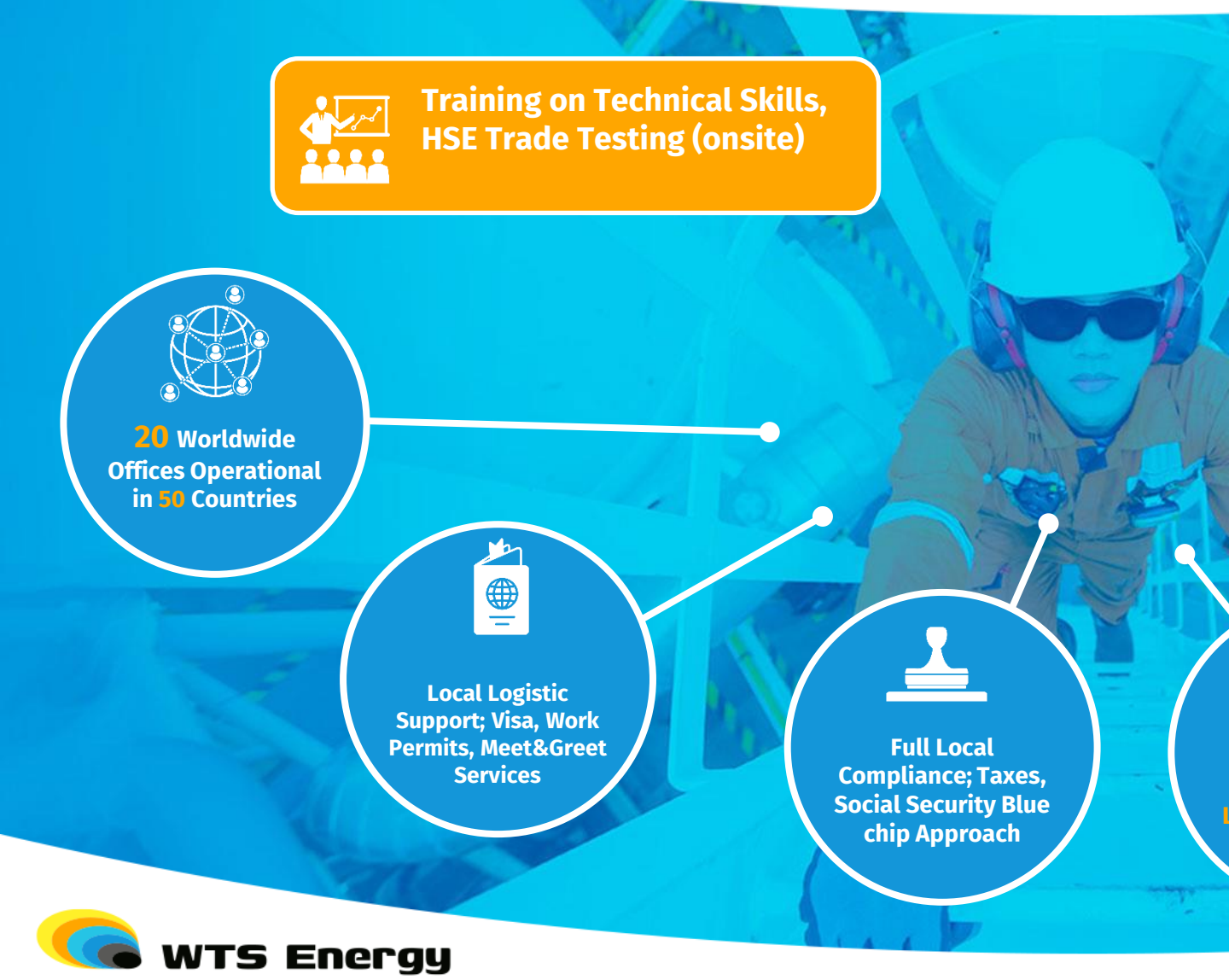
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