



Selection
(PAR T6; IISP 8-G)

The selection and recruitment of human talent in our organization is carried out transparently and by merit, giving us the best talent and allowing us to make the best diagnoses, ensure alignment with the culture and principles of the Company, and make the best decisions on internal and external candidates alike.

Although we do not have quotas for minority groups, our processes of attracting and valuing talent naturally ensure their inclusion and representativeness.

- To guarantee equal opportunities in the recruitment and selection process, without distinguishing by sex or gender, we have a procedure that applies to third parties and headhunters hired for these processes
- The profiles of each position in the Company focus on the respective skills and competencies required and clearly indicate the objective conditions necessary to perform them. They use inclusive language
- Our vacancies are posted using inclusive language, free of discriminatory bias based on characteristics such as gender, age, marital status, appearance, height, weight, ethnicity, or disability status

Selection processes include:

- Guidelines on standardized questions or interview guides, allowing us to avoid personal questions that could lead to the use of stereotypes
- Guidelines on prohibited interview questions, to avoid bias and ensure a fair assessment of applicants' competencies and skills
- Access to a talent pool of high-potential women for internal processes

Also:

- We include the 'Other' option in gender identification on job application forms
- We carry out training and produce guides on unconscious biases and gender and diversity stereotypes

We use the Teamtailor tool, adapted to our procedures, in our selection processes. This platform allows us to strengthen our employer brand to attract a greater number of potential candidates, generate a relationship with them, maintain a broad base of resumes and ensure efficient and reliable traceability in each selection process.

(PAR M9/GD2/2.1) When we apply surveys in which we need to know the gender of the respondents, we offer three response options, ensuring the confidentiality of the responses and the protection of the provided data

Resumes received, by country and gender
(PART-T3)

Country & Gender	Unit	2023
Colombia: Women	#	1,840
Colombia: Men	#	2,350
Ecuador: Women	#	0
Ecuador: Men	#	0
Chile: Women	#	0
Chile: Men	#	2
Brazil: Women	#	0
Brazil: Men	#	0
Argentina: Women	#	0
Argentina: Men	#	0
Other countries: Women	#	0
Other countries: Men	#	1
Total Women	#	1,840
Total Men	#	2,353

NOTE: The "Other countries" category refers to the United Kingdom. Reported data includes hires to fill permanent, fixed-term, and first-time job vacancies. This is the first time we have reported this information, which is why there is no historical data.