



Employee Promotion and Performance Appraisal
(PAR-T5)

We are committed to creating opportunities for employees to take on new challenges and responsibilities, ensuring that these are accessible to all employees through formal procedures for promotion and professional development, based on clear, equitable and discrimination-free criteria.

(PAR-T5.1) The procedure includes:

- Detailed recruitment process (publication and communication of the vacancy, the stages of the process and the schedule)
- Disclosure of results

(DJSI 3.4.2; GRI 404-3) Our annual performance cycle consists of seven stages:

1. Agreement between the line manager and the employee on individual objectives, aligned with objectives on the corporate scorecard
2. Pre-definition of the three competencies by demographic groups (directors/managers and collaborators)
3. Regular meetings in which achievements and opportunities for improvement to achieve goals are discussed
4. Ask for feedback (ongoing through the year): asking for the opinions of other people involved to enrich/complement the view of the leader
5. Self-Assessment and Assessment
6. Calibration
7. Final Feedback/Evaluation Closure

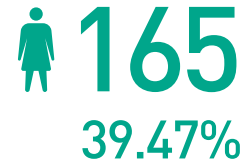
Individual objectives are weighted at 70% of the overall assessment, while competencies make up 30%.

(GRI 404-3; DJSI 3.4.2) Our performance appraisals are conducted at least once a year and include:

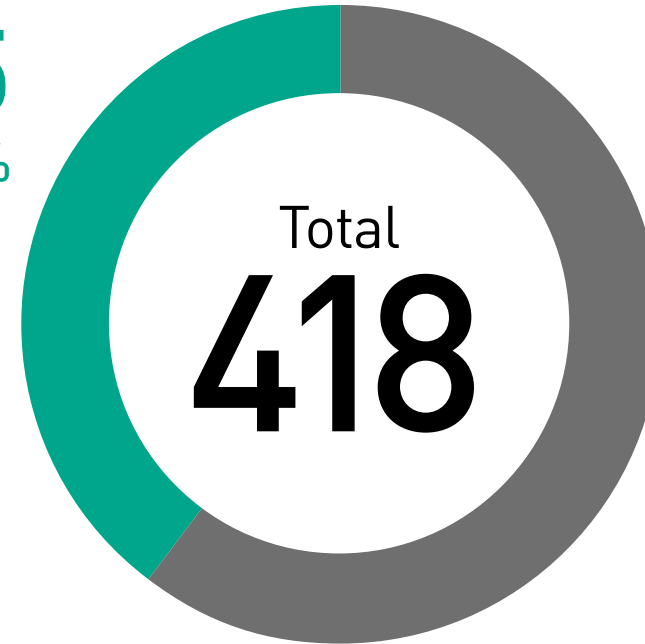
- Performance by objectives
- Multidimensional performance assessment (360-degree feedback) through 'Ask for Feedback'
- Flexible conversations through feedback opportunities
- Individual processes visible to both the worker and the line manager

Employee performance evaluation by gender
(GRI 404-3; DJSI 3.4.2)

Employees evaluated



Employees evaluated



% of employees evaluated 88.84%

NOTE: The 2023 performance evaluation applies to direct personnel hired for an indefinite term by the Company and with a deadline of September 30 of the year analyzed. Information on the evaluation of employee performance by gender is reported as of 2023.