



Employees that received performance appraisals, by job category and gender (GRI 404-3)

Job category and gender	Unit	2023	
		Women	Men
C-Level (Level 1)	#	2	4
C-Level (Level 1)	%	0.48	0.96
Directors (Level 2)	#	10	9
Directors (Level 2)	%	2.39	2.15
Senior Managers/Superintendents	#	13	33
Senior Managers/Superintendents	%	3.11	7.89
Coordinators (Level 4)	#	22	26
Coordinators (Level 4)	%	5.26	6.22
Leaders/Specialists (Level 5)	#	29	48
Leaders/Specialists (Level 5)	%	6.94	11.48
Supervisors/Managers (Level 6)	#	1	34
Supervisors/Managers (Level 6)	%	0.24	8.13
Associates (Level 7)	#	84	90
Associates (Level 7)	%	20.10	21.53
Technicians/Assistants (Level 8)	#	4	9
Technicians/Assistants (Level 8)	%	0.96	2.15

NOTE: Information on the evaluation of employee performance by job category and gender is reported as of 2023.

Promotions and lateral transfers, by job category and gender (PAR-T4; M1; BGEI 2-F)

Job category and gender	Unit	2023
C-Level (Level 1): Women	#	0
C-Level (Level 1): Men	#	0
Directors (Level 2): Women	#	1
Directors (Level 2): Men	#	2
Senior Managers/Superintendents (Level 3): Women	#	4
Senior Managers/Superintendents (Level 3): Men	#	8
Coordinators (Level 4): Women	#	3
Coordinators (Level 4): Men	#	2
Leaders/Specialists (Level 5): Women	#	3
Leaders/Specialists (Level 5): Men	#	6
Supervisors/Managers (Level 6): Women	#	0
Supervisors/Managers (Level 6): Men	#	2
Associates (Level 7): Women	#	5
Associates (Level 7): Men	#	4
Promotions to Level 8: Women	#	0
Promotions to Level 8: Men	#	0
Total Promotions: Women	#	16
Total Promotions: Men	#	24

NOTE: Information on promotions and new positions by job category and gender is reported as of 2023.

Equality, Inclusion & Diversity (EID)

(GRI 3-3; DH5; IISP8-D; PAR-M7.1) In 2021 we implemented a Gender Equality Management System (SGIG), framed within PDCA cycle methodology to monitor the management of our Commitment to EID. This evaluation has its respective dashboard with indicators enabling the monitoring of managing culture with a gender focus and the identification of gaps, understood as existing disparities in any area between women and men in terms of their level of participation, access to resources, rights, power and influence, and remuneration.

These indicators respond to the following dimensions of talent management:

- Recruitment and selection
- Promotion and professional development
- Training
- Remuneration
- Work environment, health and quality of life
- Workplace harassment and sexual harassment in the workplace
- Work-life balance with co-responsibility
- Non-sexist communication and inclusive language

Other management inputs include the findings of surveys such as the Ranking PAR, the Dow Jones Sustainability Index (DJSI), the Bloomberg Gender-Equality Index, and the Great Place to Work® (GPTW) workplace culture survey, among others. These allow us to identify opportunities to strengthen our action plans in the dimensions listed above.