

(DJSI 3.1.3)

WORKFORCE BREAKDOWN BY NATIONALITY



Country	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Colombia	80.64	69.88
Argentina	9.15	17.47
Chile	6.38	8.43
Ecuador	1.06	1.21
Brazil	0.43	0.6
Other countries:		
Spain		
United Kingdom	2.34	2.41
United States		
Venezuela		

Note: Data for 100% of full-time employees.