



Emotional variables results #TúQuéDices

December 2023

 **Bancolombia**

 **Bancoagrícola**

 **Banistmo**

 **Bam**

Results #TúQuéDices 2023

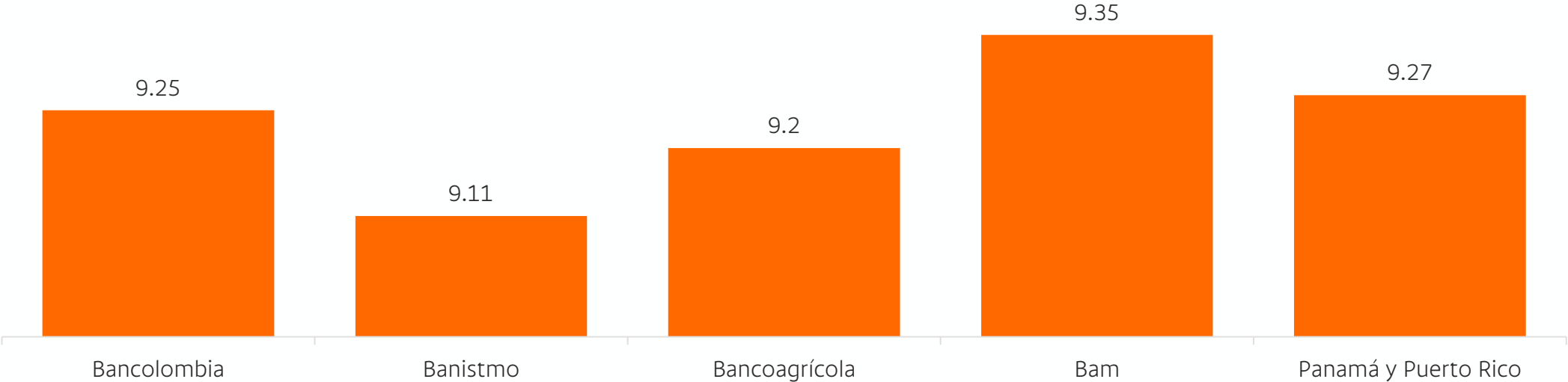
#YTúQuéDices It is a measurement that allows us to know how employees feel about different topics and depending on the moment they are experiencing within the organization. Below, we present the cumulative result for 2023, which corresponds to the sum of the 3 different pulses that were conducted during the year.

	Bancolombia	Banistmo	Bancoagrícola	Bam	Panamá & Puerto Rico
Employee sample	9656	1997	2443	2922	162
Participants	8153	1462	1471	2160	137
% participation	84.4%	73.2%	60.2%	73.9%	84.6%

Engagement variable results

Engagement
9.2

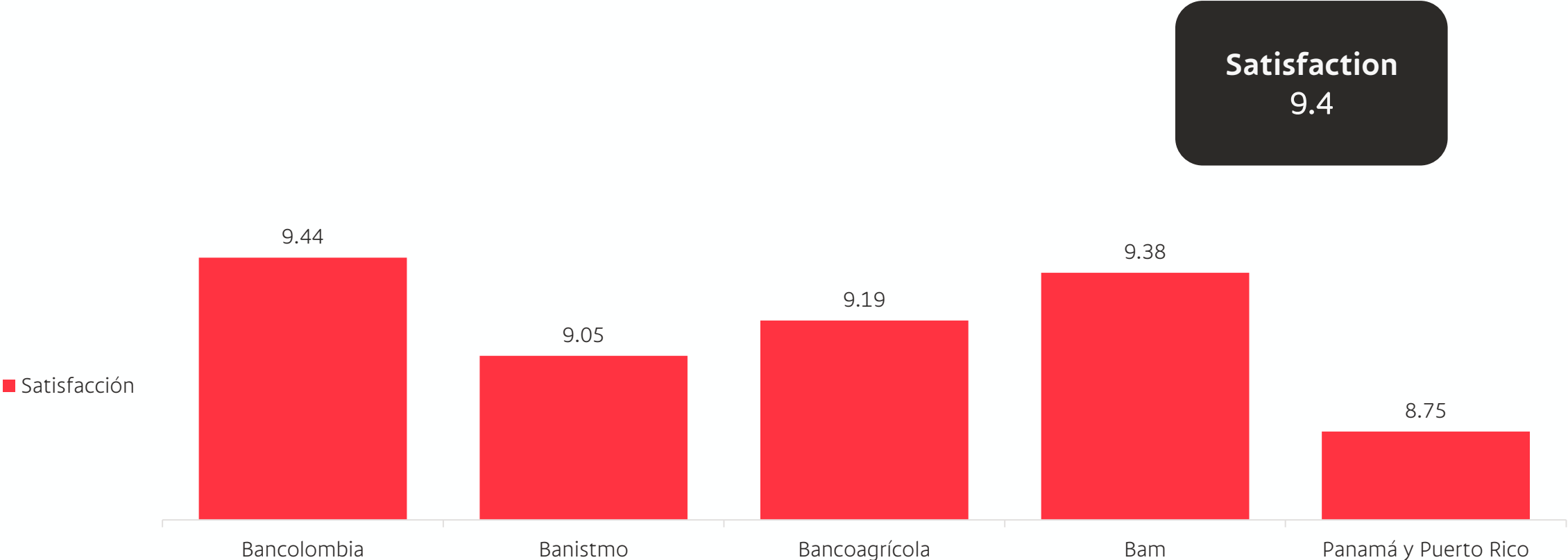
■ Engagement



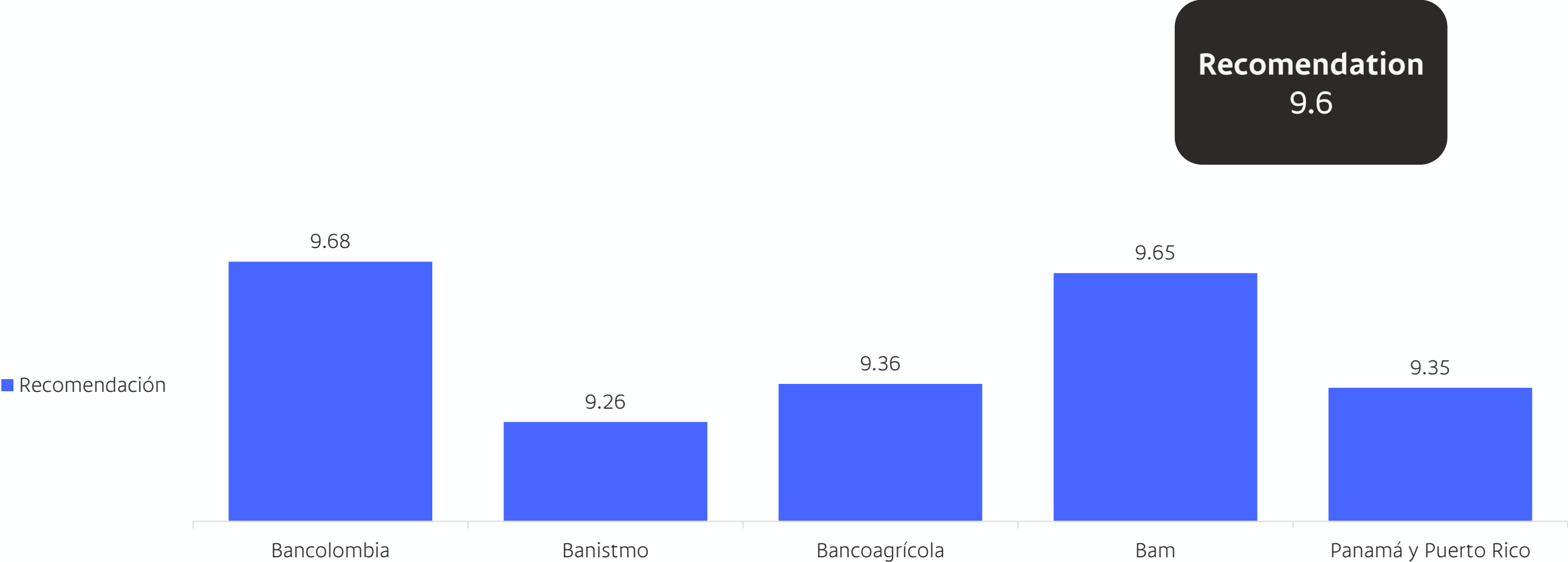
Engagement variable results

	Bancolombia	Banistmo	Bancoagrícola	Bam	Panamá and Puerto Rico
Engagement	9.29	9.14	9.11	9.41	9.13
I feel full of energy at work	9.13	8.90	9.05	9.27	8.74
Mi work excites me	9.44	9.13	9.32	9.43	8.99
Time flies when im working	9.31	9.38	9.41	9.53	9.66

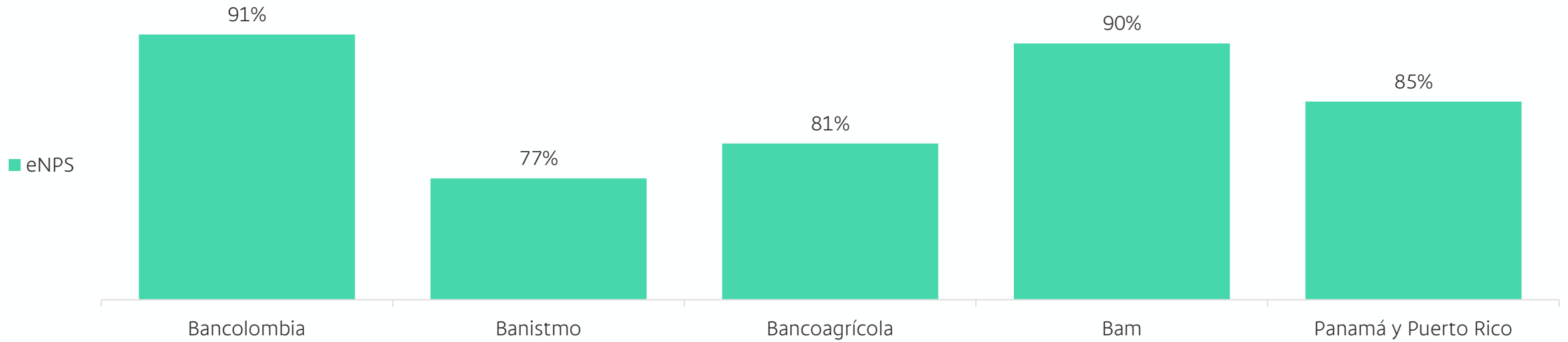
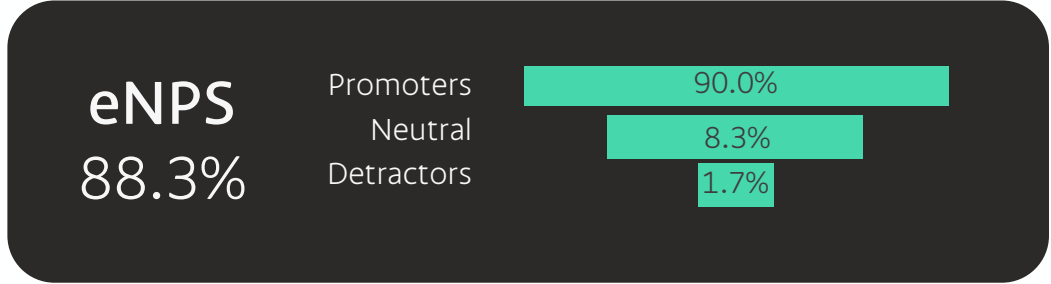
Satisfaction variable results



Recomendation variable results



eNPS variable results





≡ Bancolombia ≡ Bancoagrícola ≡ Banistmo ≡ Bam