

# Workforce breakdown

## Gender

In response to number 5 of the SDGs (Gender Equality), our Diversity, Equity and Inclusion strategy seeks to promote an employee experience with equal opportunities for their personal and professional development, ensuring their well-being in an environment free of discrimination and violence. In this sense, and to maintain equity in the distribution of our workforce, we will not increase the goal of recruiting women, to maintain the current balance in the headcount. Our current distribution is 60% women and 40% men.

In addition, attending our policy of promotion of gender parity and prevention of sexual harassment at work, Grupo Bancolombia understands the importance of keeping mechanisms that favor equal opportunities, mitigation of cultural biases, that allow gender parity to transcend as a legacy for society. That is the reason why spaces for training and participation to facilitate the development of the life purpose of each one of the employees, ensuring a context where there are equal opportunities for everyone.

Resultado 2023

Meta 2030

60%

55%

Proportion of women in the workforce.

52%

50%

**Proportion of women in leadership roles:** Proportion of women in all management positions, including junior, middle, and senior management (as % of total management positions).

53%

52%

**Proportion of women at junior level:** Proportion of women in junior management positions, i.e., the first management level (as % of total junior management positions).

40%

50%

**Proportion of women in senior management:** Proportion of women in senior management positions, i.e., a maximum of two levels above the executive director or comparable positions (as % of total senior management positions).

58%

58%

**Percentage of women leaders in the sales force:** Proportion of women in managerial positions in revenue-generating functions, e.g., sales (as % of all such managers, i.e., excluding support functions such as HR, IT, legal, etc)

40%

50%

Proportion of women in STEM-related positions.