

# Workforce brakdown

## Gender

At Grupo Bancolombia, our diversity, equity and inclusion strategy aims to empower women in the organization to identify and claim what they want to be on a personal and professional level. Thus, promoting the necessary steps to achieve it, according to their life stage.

Permanently monitoring the behavior of these numbers allows us to adjust our strategies based on the results. For example: experiments using behavioral science, applied research on female leadership, and mentoring to strengthen women's empowerment.

To continue evolving and consolidating our strategy, it is essential to have a distribution by gender in each of the positions: at operational, professional, and managing levels. It can be evidenced in the goals set for the year 2023, which are as follows.

