

[GRI 2-8] NON-EMPLOYEES

Total number of trainees by age group and gender	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of worked hours*	92	55	147	90	67	157	75	72	147
of which:									
< 30 years old	92	55	147	90	67	157	75	72	147
30 – 50 years old	0	0	0	0	0	0	0	0	0
> 50 years old	0	0	0	0	0	0	0	0	0

* Figures expressed as Headcount. For each year, the number of “active” internships in that year was reported.

DISTRIBUTION OF EMPLOYEES BY EDUCATIONAL QUALIFICATION*

Type of education	2021	2022	2023
University degree (%)	19.1	21.5	23.1
High School Diploma (%)	67.9	66.8	66.3
Middle School certificate (%)	12.9	11.6	10.6
Elementary School certificate (%)	0.1	0.1	0
Total (%)	100	100	100

* The percentages have been calculated for permanent personnel in Headcount.

NUMBER OF PARTICIPANTS IN DEVELOPMENT PROGRAMMES

Development programme	2021	2022	2023
Assessment of potential	1,162	2,069	1,891
Mentoring and coaching paths	562	867	1,186
Skills development and innovation	6,990	4,760	8,544
Total	8,714	7,696	11,621

[GRI 404-1] AVERAGE HOURS OF TRAINING FOR EMPLOYEES BY GENDER AND CATEGORY

Category	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	38	49	41	42	51	44	25	32	27
Middle managers	80	99	89	71	83	77	73	86	79
Operational staff	37	49	44	39	48	44	43	54	49
Total workforce	43	55	49	43	52	48	47	57	52

AVERAGE TRAINING DAYS PER EMPLOYEE

Days of training	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Average training days provided to employees	7.1	9.1	8.2	7.2	8.7	8	7.8	9.6	8.7

HOURS BY TYPE OF TRAINING*

Type of training	2021	2022	2023
Management	33,200	53,600	36,750
Technical – specialist	2,743,150	3,041,350	3,391,350
Compliance	3,266,800	2,893,800	3,110,000
Total	6,043,250	5,988,750	6,538,100

* The figures have been rounded in line with the figures reported last year. For the total, the sum of the individual rounded values for each type of training was taken.