

DESCRIPTION OF THE WORKFORCE

General Labor Indicators	2016			2017			2018			2019		
	Colombia	Central America	Total Celsia	Colombia	Central America	Total Celsia	Colombia	Central America	Total Celsia	Colombia	Central America	Total Celsia
Total number of employees	1,271	286	1,557	1,327	259	1,586	1,403	244	1,647	1,704	237	1,941
Number of indefinite-period employees	1,248	284	1,532	1,312	258	1,570	1,361	242	1,603	1,630	237	1,867
Number of fixed-period employees	23	2	25	15	1	16	42	2	44	74	0	74
Percentage of fixed-period employees	1.81%	0.70%	1.61%	1.13%	0.39%	1.01%	2.99%	0.82%	2.67%	4.34%	0%	3.81%
Percentage of indefinite-period employees	98.19%	99.30%	98.39%	98.87%	99.61%	98.99%	97.01%	99.18%	97.33%	95.66%	100%	96.19%
Total number of men	939	226	1,165	980	197	1,177	1,029	182	1,211	1,190	180	1,370
Total number of women	332	60	392	347	62	409	374	62	436	514	57	571
Percentage of men	73.88%	79.02%	74.82%	73.85%	76.06%	74.21%	73.34%	74.59%	73.53%	69.84%	75.95%	70.58%
Percentage of women	26.12%	20.98%	25.18%	26.15%	23.94%	25.79%	26.66%	25.41%	26.47%	30.16%	24.05%	29.42%
Employees in the Organization by Labor Category												
Number Level 1: Executive	9	0	9	9	1	10	8	1	9	8	1	9
Number Level 2: Management	19	8	27	19	5	24	36	10	46	36	10	46
Number Level 3: Directors	28	8	36	30	7	37	58	7	65	64	6	70
Number Level 4: Specialists	590	140	730	630	133	763	764	144	908	1,041	141	1,182
Number Level 5: Other levels	625	130	755	639	113	752	537	82	619	555	79	634
Percentage Level 1: Executive	0.71%	0%	0.58%	0.68%	0.39%	0.63%	0.57%	0.41%	0.55%	0.47%	0.42%	0.46%
Percentage Level 2: Management	1.49%	2.80%	1.73%	1.43%	1.93%	1.51%	2.57%	4.10%	2.79%	2.11%	4.22%	2.37%
Percentage Level 3: Directors	2.20%	2.80%	2.31%	2.26%	2.70%	2.33%	4.13%	2.87%	3.95%	3.76%	2.53%	3.61%
Percentage Level 4: Specialists	46.42%	48.95%	46.89%	47.48%	51.35%	48.11%	54.45%	59.02%	55.13%	61.09%	59.49%	60.90%
Percentage Level 5: Other levels	49.17%	45.45%	48.49%	48.15%	43.63%	47.41%	38.28%	33.61%	37.58%	32.57%	33.33%	32.66%
Detail of Women												
Number Level 1: Executive	1	0	1	1	0	1	1	0	1	1	0	1
Number Level 2: Management	7	4	11	6	4	10	10	4	14	10	4	14
Number Level 3: Directors	11	1	12	11	0	11	11	1	12	11	0	11
Number Level 4: Specialists	182	42	224	200	44	244	232	46	278	331	42	373
Number Level 5: Other levels	131	13	144	129	14	143	120	11	131	161	11	172
Percentage Level 1: Executive	11.11%	0%	11.11%	11.11%	0%	10%	12.50%	0%	11.11%	12.50%	0%	11.11%
Percentage Level 2: Management	36.84%	50%	40.74%	31.58%	80.00%	41.67%	27.78%	40.00%	30.43%	27.78%	40.00%	30.43%
Percentage Level 3: Directors	39.29%	12.50%	33.33%	36.67%	0%	29.73%	18.97%	14.29%	18.46%	17.19%	0%	15.71%
Percentage Level 4: Specialists	30.85%	30%	30.68%	31.75%	33.08%	31.98%	30.37%	31.94%	30.62%	31.80%	29.79%	31.56%
Percentage Level 5: Other levels	20.96%	10%	19.07%	20.19%	12.39%	19.02%	22.35%	13.41%	21.16%	29.01%	13.92%	27.13%
Number of women in Management positions (Level 1 + Level 2 + Level 3)	19	5	24	18	4	22	22	5	27	22	4	26
Number of women in Junior Management positions (Level 3)	11	1	12	11	-	11	11	1	12	11	0	11
Number of women in Top-Management positions (Level 1 + Level 2 / Maximum 2 Levels from the CEO)	8	4	12	7	4	11	11	4	15	11	4	15
Percentage of women in Management positions	33.93%	31.25%	33.33%	31.03%	30.77%	30.99%	21.57%	27.78%	22.50%	20.37%	23.53%	20.80%
Percentage of women in Junior Management positions	39.29%	12.50%	33.33%	36.67%	0%	29.73%	18.97%	14.29%	18.46%	17.19%	0%	15.71%
Percentage of women in Top-Management positions (Maximum 2 Levels from the CEO)	28.57%	50%	33.33%	25%	66.67%	32.35%	25%	36.36%	27.27%	25%	36.36%	27.27%
Number of women in Management positions associated with Income Generation (Generation, T&D, Commercialization and Commercial Team).	No information			6	0	6	5	0	5	5	0	5
Other Diversity Indicators												
Number of employees with disabilities	0	2	2	0	2	2	0	0	0	2	0	2
Percentage of employees with disabilities	0%	0.78%	0.78%	0%	0.78%	0.13%	0%	0%	0%	0.12%	0%	0.10%
Number of employees represented by collective agreements or unions	925	115	1,040	959	88	1,047	1,054	76	1,130	1,225	73	1,298
Percentage of employees represented by collective agreements or unions	72.78%	40.21%	66.80%	72.27%	33.98%	66.02%	75.12%	31.15%	68.61%	71.89%	30.80%	66.87%
Number of employees with another type of contracts	0	0	0	0	0	0	54	0	54	54	0	54
Percentage of employees with another type of contracts	0%	0%	0%	0%	0%	0%	3.85%	0%	3.28%	3.17%	0%	2.78%
Employees in the Organization by Generational Rank												
	Colombia	Central America	Total Celsia									
Centennials: born from 1995	31	4	35									
Millennials: born between 1982 and 1994	658	97	755									
Generation X: born between 1965 and 1981	775	110	885									
Baby Boomers: born before 1964	240	26	266									
Percentage Centennials	1.82%	1.69%	1.80%									
Percentage Millennials	38.62%	40.93%	38.90%									
Percentage Generation X	45.48%	46.41%	45.60%									
Percentage Baby Boomers	14.08%	10.97%	13.70%									