

HOURS OF TRAINING BY YEAR

| Average of Annual Training Hours | 2016 | | | 2017 | | |
|--|---------------|-----------------|---------------|---------------|-----------------|---------------|
| | Colombia | Central America | Total Celsia | Colombia | Central America | Total Celsia |
| Total number of training hours | 44,803 | 8,756 | 53,559 | 71,593 | 12,750 | 84,343 |
| Total number of employees | 1,248 | 284 | 1,532 | 1,312 | 258 | 1,570 |
| Number of training hours by gender | 16,430 | 2,229 | 18,659 | 18,116 | 3,136 | 21,252 |
| Number of female employees | 332 | 60 | 392 | 347 | 62 | 409 |
| Number of training hours by gender | 28,373 | 6,527 | 34,900 | 53,477 | 9,614 | 63,091 |
| Number of male employees | 939 | 226 | 1,165 | 980 | 197 | 1,177 |
| Average of training hours by gender (female) | 49.49 | 37.15 | 47.60 | 52.21 | 50.58 | 51.96 |
| Average of training hours by gender (male) | 30.22 | 28.88 | 29.96 | 54.57 | 48.80 | 53.60 |
| Average of training hours | 35.90 | 30.83 | 34.96 | 54.57 | 49.42 | 53.72 |

| Average of Annual Training Hours | 2018 | | | 2019 | | |
|--|---------------|-----------------|---------------|---------------|-----------------|---------------|
| | Colombia | Central America | Total Celsia | Colombia | Central America | Total Celsia |
| Total number of training hours | 45,464 | 10,687 | 56,151 | 61,674 | 2,710 | 64,384 |
| Total number of employees | 1,403 | 244 | 1,647 | 1,704 | 237 | 1,941 |
| Number of training hours by gender | 9,783 | 3,213 | 12,996 | 17,080 | 843 | 17,923 |
| Number of female employees | 374 | 62 | 436 | 514 | 57 | 571 |
| Number of training hours by gender | 35,681 | 7,475 | 43,156 | 44,593 | 1,868 | 46,461 |
| Number of male employees | 1,029 | 182 | 1,211 | 1,190 | 180 | 1,370 |
| Average of training hours by gender (female) | 26.16 | 51.82 | 29.81 | 33.23 | 14.79 | 31.39 |
| Average of training hours by gender (male) | 34.68 | 41.07 | 35.64 | 37.47 | 10.38 | 33.91 |
| Average of training hours | 32.40 | 43.80 | 34.09 | 36.19 | 11.43 | 33.17 |

AMOUNT INVESTED IN TRAINING

| Investment in Training | 2016 | | | 2017 | | |
|---|---------------|-----------------|---------------|---------------|-----------------|---------------|
| | Colombia | Central America | Total Celsia | Colombia | Central America | Total Celsia |
| Total amount invested in training (COP) | 2,007,426,297 | 618,618,000 | 2,626,044,985 | 3,146,615,575 | 360,691,947 | 3,507,307,362 |
| Total amount invested in training (USD) | 668,546 | 206,206 | 875,034 | 1,054,965 | 120,953 | 1,175,226 |
| Total number of employees | 1,271 | 286 | 1,557 | 1,327 | 259 | 1,586 |
| Average amount invested in training (COP) | 1,579,407 | 2,163,000 | 1,686,605 | 2,371,225 | 1,392,633 | 2,211,417 |
| Average amount invested in training (USD) | 526 | 721 | 562 | 795 | 467 | 741 |

| Investment in Training | 2018 | | | 2019 | | |
|---|---------------|-----------------|---------------|---------------|-----------------|---------------|
| | Colombia | Central America | Total Celsia | Colombia | Central America | Total Celsia |
| Total amount invested in training (COP) | 3,825,632,600 | 626,421,932 | 4,252,054,959 | 3,098,059,042 | 256,658,375 | 3,354,717,417 |
| Total amount invested in training (USD) | 1,115,385 | 192,760 | 1,437,831 | 943,606 | 78,173 | 1,021,779 |
| Total number of employees | 1,403 | 244 | 1,647 | 1,704 | 237 | 1,941 |
| Average amount invested in training (COP) | 2,584,200 | 2,567,303 | 2,581,697 | 1,818,110 | 1,082,947 | 1,728,345 |
| Average amount invested in training (USD) | 795 | 790 | 873 | 554 | 330 | 526 |