

## Bloomberg GEI 2023 - Odontoprev S.A.

KPI	FY2022	Comments
<b>Leadership</b>		
Percentage of women on company board	13%	1 out of 8
Chairperson is a woman	No	
Gender balance in board leadership	50%	The Personnel Management Committee is coordinated by a woman.
Chief Executive Officer (CEO) is a woman	No	
Woman Chief Financial Officer (CFO) or equivalent	No	
Percentage of women executive officers	13%	1 out of 8
Chief Diversity Officer (CDO)	No	
<b>Talent Pipeline</b>		
Percentage of women in total management	53%	
Percentage of women in senior management	44%	
Percentage of women in middle management	68%	
Percentage of women in non-managerial positions	73%	
Percentage of women in total workforce	70%	
Percentage of women total promotions	68%	
Percentage of women IT/Engineering	21%	
Percentage of new hires are women	61%	
Percentage of women are attrition	65%	
Time-bound action plan with targets to increase the representation of women in leadership positions	Yes	In line with the UN Global Compact, we are committed to having at least 30% women in senior leadership positions in the Company by 2025 and 50% women in senior leadership positions by 2030.
Time-bound action plan with targets to increase the representation of women in the company	No	Odontoprev has 70% of total workforce represented by women. Although the Company does not have target to increase the representation of women, we are committed to increase women participation in leadership positions.
<b>Pay</b>		
Adjusted mean gender pay gap	0	
Global mean (average) raw gender pay gap	47,5	
Time-bound action plan to close its gender pay gap	No	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	No	
<b>Inclusive culture</b>		
Number of weeks of fully paid primary parental leave offered	16	
Number of weeks of fully paid secondary parental leave offered	2	
Back-up family care services or subsidies through the company	Yes	Odontoprev offers layette for fathers and mothers expecting children, but also has a milk station at the head office and childcare assistance
Flexible working policy	Yes	
Employee resource groups for women	Yes	Odontoprev has a diversity committee with programs aimed at women.
Unconscious bias training	Yes	Leaders at Odontoprev are requested to participate on the unconscious bias training
Annual anti-sexual harassment training	No	Odontoprev has a mandatory training to all employees, regarding anti-sexual harassment