



**General Human
Talent Indicators -
the SURA Business
Group 2020**

Presentation

102-8, 202-1, 401-1, 402-2, 403-1, 402-2, 404-1, 404-2, 404-3,
405-1, 405-2

We as employees of the Companies that make up the SURA Business Group recognize each other, as human beings with our own particular identities and cultures, as forming the heart of our Organization. That is why we are enhancing our employee development plans and enabling competencies and knowledge that favor, from the standpoint of flexibility and diversity, the full development of the self and his or her potential, thereby creating added value to the Company, its stakeholders and society in general.

Therefore, in 2020, one of the priorities for all our Companies was to consolidate our human talent strategy from the standpoint of employee development and welfare, as well as our sustainability and ability to create jobs on all those fronts or in those lines of business where it was necessary to expand our capabilities, this in order to continue to offer our support to both individuals and companies in Latin America who have placed their trust in SURA. The following is a breakdown of the main consolidated indicators that we monitor as part of the Annual Report and in compliance with international standards:

1. Employees per type of employment contract

	Business Group		Grupo SURA		Suramericana		SURA AM	
	2019	2020	2019	2020	2019	2020	2019	2020
Total Number of Employees*	30,285	31,516	84	83	20,957	22,547	9,244	8,886
% of employees holding fixed-term contracts	9.9%	11.7%	4.8%	2.4%	12.1%	14.6%	4.9%	4.4%
% of employees holding indefinite term contracts	90.1%	88.3%	95.2%	97.6%	87.9%	85.4%	95.1%	95.6%
Employees with other types of employment contracts	577	363	3	2	521	361	54	-

**Change in the calculations used: Including sales and advisory personnel Excluding people belonging to the Business Group in connection with academic pursuits and who do not hold an employment contract*

2. Breakdown of Employees by Gender

	Business Group	Grupo SURA	Suramericana	SURA AM
% Male employees	35.0%	47.0%	32.6%	40.9%
% Female employees	65.0%	53.0%	67.4%	59.1%

3. % Female employees

	Business Group	Grupo SURA	Suramericana	SURA AM
Employees 25 years old and under (<= 25)	5.6%	6.0%	5.5%	6.0%
Employees between 25 and 35 years old (25 < X <= 35)	40.1%	42.2%	41.9%	35.3%
Employees between 35 and 50 years old (35 < X <= 50)	43.1%	41.0%	42.9%	43.6%
Employees 50 years old and over (> 50)	11.3%	10.8%	9.7%	15.2%

4. Employees broken down by job hierarchy and gender

	Business Group	Grupo SURA	Suramericana	SURA AM
Total Number of Employees	31,516	83	22,547	8,886
Top Management Position / Executive Level - HAY 28 - 21	0.57%	12.05%	0.43%	0.83%
Management Position - HAY 20 - 19	0.90%	7.23%	0.69%	1.36%
Junior Management Position - HAY 16 - 18	7.63%	38.55%	7.49%	7.71%
Non - Management Position - HAY 6 - 15	67.72%	40.96%	81.96%	31.85%
Interns / Trainees	0.66%	1.20%	0.31%	1.54%
Advisory Personnel	22.52%	0.00%	9.13%	56.71%

Breakdown of Male Employees per Job Hierarchy Level				
Top Management Position / Executive Level - HAY 28 - 21	1.1%	17.9%	0.8%	1.5%
Management Position - HAY 20 - 19	1.9%	15.4%	1.5%	2.4%
Junior Management Position - HAY 16 - 18	10.1%	41.0%	10.0%	10.0%
Non - Management Position - HAY 6 - 15	62.3%	25.6%	77.4%	32.4%
Interns	0.9%		0.5%	1.6%
Advisory Personnel	23.7%		9.8%	52.0%
Breakdown of Female Employees per Job Hierarchy Level				
Top Management Position / Executive Level - HAY 28 - 21	0.3%	6.8%	0.2%	0.3%
Management Position - HAY 20 - 19	0.4%	0.0%	0.3%	0.6%
Junior Management Position - HAY 16 - 18	6.3%	36.4%	6.3%	6.1%
Non - Management Position - HAY 6 - 15	70.6%	54.5%	84.2%	31.5%
Interns	0.5%	2.3%	0.2%	1.5%
Advisory Personnel	21.9%		8.8%	60.0%

5. Diversity of members of governance bodies

	Business Group	Grupo SURA	Suramericana	SURA AM
Total number of employees in roles of governance	83	4	8	71
Percentage of female employees in roles of governance	33%	20%	25%	35%
Percentage of male employees in roles of governance	67%	80%	75%	65%
Percentage of employees 30 years of age or younger in roles of governance	0%	0%	0%	0%
Percentage of employees between 31 and 50 years of age in roles of governance	69.0%	60.0%	50.0%	71.8%
Percentage of employees older than 50 years of age in roles of governance	31.0%	40.0%	50.0%	28.2%

6. Employee turnover rates

Administrative employees	Business Group	Grupo SURA	Suramericana	SURA AM
Employee turnover rate (total)	7.9%	7.2%	6.5%	15.6%
Employee turnover rate (voluntary)	4.2%	1.2%	4.0%	5.3%
Employee recruitment rate	17.7%	7.2%	15.5%	21.0%

* Data calculated on the number of employees at December 31, 2020

Advisory / Sales Personnel	Business Group	Suramericana	SURA AM
Employee turnover rate (total)	26.4%	13.2%	31.9%
Employee turnover rate (voluntary)	12.8%	9.8%	14.1%
Employee recruitment rate	22.0%	23.5%	24.4%

* Data calculated on the number of Advisory / Sales Personnel at December 31, 2020

7. Recruitment rate per age group

Employees	Business Group	Grupo SURA	Suramericana	SURA AM
Total hirings	3,984	6	3,169	809
Employees 25 years of age and under (<= 25)	718	3	509	206
Employees between 25 and 35 years of age (25 < X <= 35)	2,192	2	1,769	421
Employees between 35 and 50 years of age (35 < X <= 50)	996	1	830	165
Employees 50 years of age and over (> 50)	78	0	61	17
Female	2,670	3	2,249	418
Male	1,314	3	920	391

Advisory / Sales Personnel	Business Group	Suramericana	SURA AM
Total hirings	1,715	483	1,232
Employees 25 years of age and under (<= 25)	222	61	161
Employees between 25 and 35 years of age (25< X <= 35)	768	279	489
Employees between 35 and 50 years of age (35< X <= 50)	608	142	466
Employees 50 years of age and over (> 50)	117	1	116
Female	1,009	310	699
Male	706	173	533

2020	Business Group	Grupo SURA	Suramericana	SURA AM
Total No. Vacancies per Year to Fill	6,151	10	4,267	1,874
Total No. Vacancies Filled by In-House Personnel	937	4	691	242
Total No. Vacancies Filled by Outside Candidates	5,214	6	3,576	1,632