

Other relevant indicators

2024



redeia

Training



No. of employees trained (*)	2,489
Percentage of staff trained	100%
Euros invested in training per employee	1,493
Average program satisfaction	8.4
Training hours per employee	35

(*) Includes both full-time employees and employees with reduced working hours.

Areas of Knowledge	% hours
Transversal	46
Technical	36
Safety and Healthy Business	11
Skills and Leadership	7

During 2024, the **Talentia program**, a leadership development program, has been carried out as a tool and a space for cohesion and the elimination of functional barriers aimed at non-managerial employees with high potential for future management or people management positions. This program has had a direct impact on the development of 69 people, as well as a clear return on investment:

- **7 participants** have occupied management positions during 2024, promoting internal horizontal mobility and generating, among others, an economic benefit by generating savings of €140,000 in the outsourcing of selection processes for these positions.


Remuneration



	2021	2022	2023	2024
Ratio of men's and women's average salary compensation (%)	93.5%	91.9%	88.0%	94.5%
Gross wage gap (%)	6.5%	8.1%	12.0%	5.5%
Adjusted wage gap (%)	4.4%	5.1%	5.0%	2.8%

Average salary (€)

ORGANIZATIONAL LEVEL

	 FEMALE	 MALE
Executive level (base salary)	174,998	168,500
Executive level (base salary + other cash incentives)	226,597	218,216
Management level (base salary)	102,559	112,586
Management level (other cash incentives)	122,405	133,646
Non-managerial level	47,725	50,644

Difference between male and female employees (%)

INDICATOR

Average gender gap	8.2%
Median gender gap	5.5%
Average bonus gap	13.0%
Median bonus gap	19.5%

In addition, in 2024, 5.2% of the workforce in non-managerial positions participated in the long-term incentive program.

Other relevant indicators

2024



Staff



Breakdown of new hires by professional category (no.)

Professional category	New hires
Management	3
Technician	138
Support personnel	19
Total	160

Turnover percentage by professional category (%)

Professional category	Turnover percentage
Management	4.2%
Technician	6.2%
Support personnel	14.4%
Total	6.7%

Percentage of voluntary turnover by professional category (%)

Professional category	Turnover percentage
Management	0.6%
Technician	2.7%
Support personnel	6.7%
Total	2.9%

Breakdown of new hires by nationality (no.)

Nationality	New hires
Brazilian	7
Chilean	6
Colombian	19
Spanish	109
Peruvian	14
Other	5
Total	160

Turnover percentage by nationality (%)

Nationality	Turnover percentage
Brazilian	5.0%
Chilean	25.0%
Colombian	14.8%
Spanish	5.1%
Peruvian	10.2%
Other	17.9%
Total	6.7%

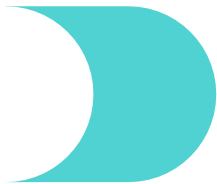
Percentage of voluntary turnover by nationality (%)

Nationality	Turnover percentage
Brazilian	1.7%
Chilean	13.9%
Colombian	11.3%
Spanish	1.5%
Peruvian	8.0%
Other	8.3%
Total	2.9%

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Other relevant indicators

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Staff / continued



Management team distribution by nationality and gender (%)

Nationality	Female	Male
Brazilian	-	100%
Chilean	-	100%
Colombian	-	100%
Spanish	38.8%	61.3%
Peruvian	-	100%
Total	37.1%	62.9%

Management team distribution by nationality (%)

Nationality	Percentage
Brazilian	0.6%
Chilean	1.2%
Colombian	0.6%
Spanish	95.8%
Peruvian	1.8%
Total	100.0%

Turnover by management team level (%)

Level	Turnover percentage
Middle Management	3.8%
Senior Management	8.0%
Total	4.2%



Percentage of voluntary management team turnover (%)

Level	Turnover percentage
Senior Management	4.0%
Total	0.6%

Within the technical area, **the protection training program for specialized technicians** has allowed the company to increase the volume of no-load tests to the number of employees who can perform them, resulting in an external cost savings of €353,000

