



## Monitoring Report

# Gender Equality Indicators

2023-2025

Mar 2026

# Framing

The Gender Indicators Monitoring Report is an instrument that aims to reflect the implementation of the Gender Equality Plan (GEP) by EWF, and the impact of the adopted strategy.

This Report will allow the analysis of the indicators throughout the years with the purpose to promote the transparency of the information related to the GEP.

By implementing the measurers defined in the GEP, EWF's goal is to continue to promote the increasing well-being of its employees, providing a greater balance between personal and professional life.

# Indicators

Global Characterization		2025	2024	2023
<b>EWF Employees</b>				
Men	%	36%	35%	37%
Women	%	64%	65%	63%
<b>Employees Termination</b>				
Men	%	50%	00%	20%
Women	%	50%	100%	80%
<b>Employees Entry</b>				
Men	%	00%	00%	33%
Women	%	00%	100%	67%
<b>Age Average</b>				
Men	Years	40%	39	37
Women	Years	44%	42	40
<b>Seniority Average</b>				
Men	Years	9	8	6
Women	Years	5	4	3

Leadership		2025	2024	2023
<b>Board</b>				
Men	%	50%	50%	50%
Women	%	50%	50%	50%
<b>Management</b>				
Men	%	50%	50%	50%
Women	%	50%	50%	50%
<b>Categories of Staff</b>		<b>2025</b>	<b>2024</b>	<b>2023</b>
<b>Executive Staff</b>				
Men	%	50%	50%	50%
Women	%	50%	50%	50%
<b>Middle Management</b>				
Men	%	50%	50%	50%
Women	%	50%	50%	50%
<b>Administrative/Operational</b>				
Men	%	32%	30%	29%
Women	%	68%	70%	71%
<b>Interns</b>				
Men	%	00%	00%	100%
Women	%	00%	00%	00%

Qualification Level		2025	2024	2023
<b>Secondary Education</b>				
Men	%	00%	00%	00%
Women	%	100%	100%	100%
<b>Higher Education</b>				
Men	%	36%	43%	39%
Women	%	64%	57%	61%
<b>Advanced Training (Masters/Doctorate)</b>				
Men	%	38%	30%	43%
Women	%	62%	70%	57%

Training and Development		2025	2024	2023
<b>Training (by Employee)</b>				
Men	Hours	220.5	579	168
Women	Hours	596	558,5	467,5
<b>Training (Typology)</b>				
<b>Management</b>				
Men	Hours	124	360	54,5
Women	Hours	156.5	343	4,5
<b>Technical</b>				
Men	Hours	29	219	109,5
Women	Hours	245.5	172,5	322
<b>Operational</b>				
Men	Hours	67.5	0	4
Women	Hours	194	43	141

Parenting Protection		2025	2024	2023
<b>Births (Global)</b>				
Men	%	00%	00%	10%
Women	%	6%	00%	00%
<b>Parental Leave (Father)</b>				
Mandatory	%	00%	00%	100%
Optional	%	00%	00%	00%
Extended	%	00%	00%	00%

Satisfaction Level <sup>(1)</sup>		2025	2024	2023
<b>GPTW Model Average <sup>(2)</sup></b>				
Men	%	-%	82%	-%
Women	%	-%	79%	-%
<b>GPTW Model Average with Additional Affirmations <sup>(3)</sup></b>				
Men	%	-%	83%	-%
Women	%	-%	79%	-%
<b>Internal Inquiry <sup>(4)</sup></b>				
Men	%	84.9%	-%	-%
Women	%	79.2%	-%	-%
Other	%	91.7%	-%	-%

NOTAS

(1) Monitorization begun in 2024

(2) The Great Place to Work Certification Model was used

(3) GPTW Certification Model with Additional Affirmations added by EWF

(4) Internal Inquiry conducted by EWF

