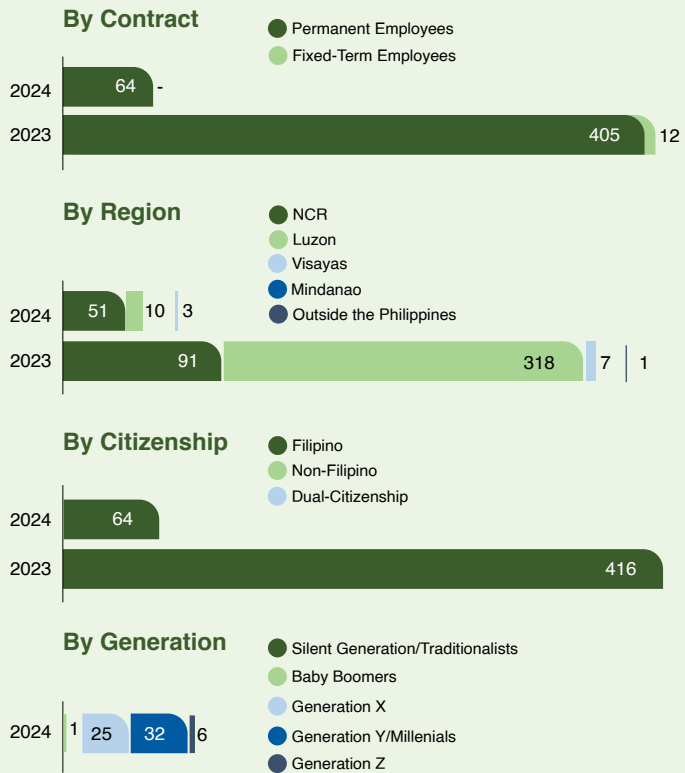


Our Social Sustainability

Performance in 2024¹

EMPLOYEE DEMOGRAPHICS



TOTAL HEADCOUNT

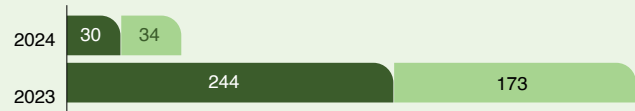
64
2024

417
2023



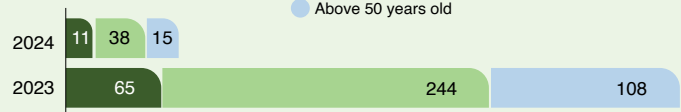
By Gender

Male
Female



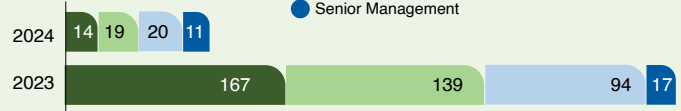
By Age Group

Below 30 years old
Between 30-50 years old
Above 50 years old



By Level

Rank-and-File
Junior Management
Middle Management
Senior Management



GENDER DIVERSITY

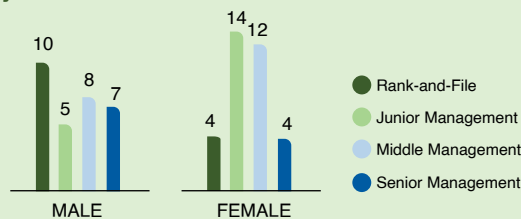


BY GENDER

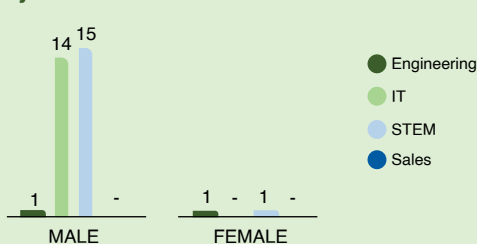
30
MALE

34
FEMALE

By Level



By Job

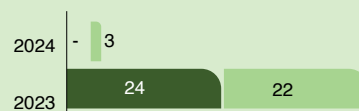


NEW HIRES



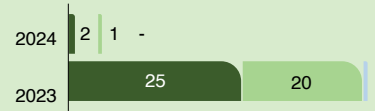
By Gender

Male
Female



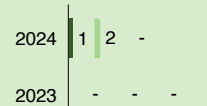
By Age Group

Below 30 yo
Between 30-50 yo
Above 50 yo



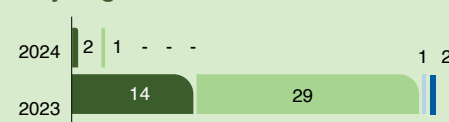
By Level

Rank-and-File
Junior Management
Middle Management
Senior Management



By Region

NCR
Luzon
Visayas
Mindanao
Outside the Philippines

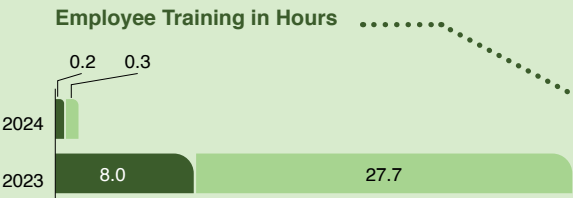


¹Change in scope due to strategic management arrangements with a third-party service provider, which resulted in significant data movement across Belle's Social Performance

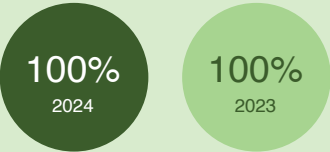
BY GENDER



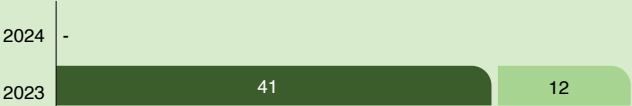
- Male
- Female



Employee Appraisal Rate



Employee Promotions



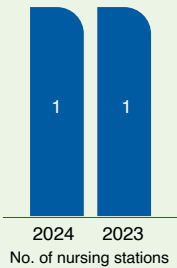
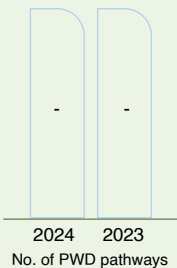
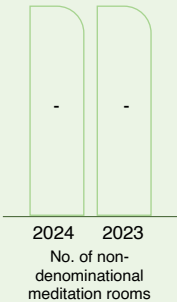
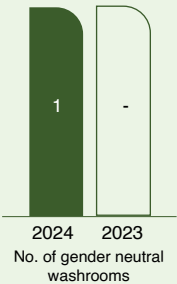
EMPLOYEE BENEFITS



No employees under Collective Bargaining Agreement

Inclusive Facilities

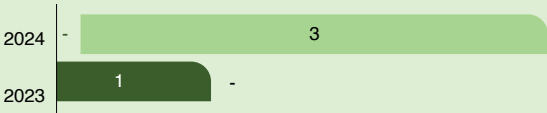
- No. of gender neutral washrooms
- No. of non-denominational meditation rooms
- No. of PWD pathways
- No. of nursing stations



JOB OPENINGS



- Filled by Internal Candidates
- Filled by External Candidates



OCCUPATIONAL HEALTH



Employees

- Safe Manhour
- Fatality
- Lost-Time Incident/Injury

