

# Diversity & Inclusion

## Additional diversity indicators - 2024

May 2024

### Introduction

Holcim is an equal opportunity employer and does not discriminate on grounds of, including but not limited to: age, gender, race, national, indigenous or ethnic origin, language, religion, political or other beliefs, sexual orientation or physical ability.

Every year we collect comprehensive information from our operating units in our Human Resources questionnaire. The information gathered is used to inform our sustainability disclosures in our Integrated Annual Report, as well as various ESG rating processes, such as MSCI, S&P, and Sustainalytics.

The information collected in the questionnaire includes (amongst others) data on headcount by management band, gender, age, contract type and job function. It also gathers information on training conducted (by gender, topic and management level), performance management, staff turnover and retention, recruitment and labor relations. It additionally collects a number of diversity related indicators such as average salaries (by gender and management level), number of employees with a disability and maternity and paternity leave related data.

In 2023, data were gathered from more than 60 Group entities representing 99% of the total Group workforce and include majority owned entities and managed assets. The information included in this document reflects data gathered that are not currently reported in our Sustainability Performance Report.

### Diversity by function

We gathered information on diversity by type of function and management level in the annual Human Resources questionnaire, across the following categories:

- **Support functions** (*Finance / HR / Legal / Communications / Health and Safety / IT / Logistics*)
- **Commercial / revenue generating functions** (*Sales / Marketing / General Management*)
- **Engineering functions** (*Maintenance / Production*)
- **Other functions**

The overall percentage of women in these functions in 2023 is shown in the table below:

Function type	% female
Support functions	40%
Commercial / revenue generating functions	36%
Engineering functions	8%
Other functions	55%

In Q1 2021 the company confirmed the ambition to increase the representation of females in senior management positions to at least 25% by 2025.

## Disability

We gather data on the number of disabled people in the Group in our annual Human Resources questionnaire. Results are shown in the table below:

Region	% employees with a disability
Asia Pacific	0.1%
Europe	1.4%
Middle East Africa	1.2%
Latin America	0.5%
North America	1.9%
Corporate offices and trading	1.1%
Holcim Building Envelope	0.8%
<b>Total Group</b>	<b>1.2%</b>

## Recruitment

In the Human Resources questionnaire we gather data on external recruitment by gender as well as open positions filled by internal candidates, by gender.

In 2023, 25.6% of open positions were filled by internal candidates. Of the positions filled by internal candidates, 27% were filled by women. Of the positions filled by external hires, 20% were women.

## Employee Development and Support Programs

In the Human Resources questionnaire we gather data on employee development and support programs. Holcim offers specific development programs for different groups including women, minorities, disabled employees, aging employees, and young employees. 34 countries responded to the survey indicating they have recruiting and development programs specifically for women. These programs include both 3rd party and internally organized recruiting and training initiatives, such as Women on Wheels, leadership development programs, and/or mentorship programs. 15 countries have programs in place to support aging employees. 44 out of 58 countries have a program in place to support the emotional and mental wellbeing of employees. These programs spread awareness of mental health issues, help to remove stigma and bias, and provide practical ways to support people with mental health issues in order to create a supportive and compassionate environment.

## Gender pay indicators

We gather information on gender pay in our annual Human Resources questionnaire.

For 2023, the gender pay review was based on the average aggregated salaries of groups of job levels in the different countries, using the unweighted averages of those countries with both men and women in the job levels. We saw that the grouping of different levels of jobs created a distortion in the average salary level, making comparisons not representative, hence we did not provide broad publication of outcomes in our formal annual reporting.

The approach provides a high-level comparison of salary only and the indicators do not take into account explainable factors for the salary gap (e.g. education, experience etc.).

In 2023, we performed our global assessment using a recognized methodology including a regression analysis. We will monitor progress on a yearly basis with the aim to ensure equal pay for equal work and performance - not only between women and men, but also irrespective of ethnic origin, religion, ideology, sexual orientation or factors such as physical disability.

The gender pay ratios as reported in the annual Human Resources questionnaire for 2023 are shown in the table below.

<b>Management level</b>	<b>Gender pay ratio base salary</b>	<b>Gender pay ratio base salary + bonus</b>
<b>Executive level</b>	0.98	0.95
<b>Senior Management level</b>	0.97	0.99
<b>Management level /single contributor</b>	0.93	0.93
<b>Non-management level</b>	1.02	1.00