



# Bloomberg Gender-Equity Index 2023

## POPULAR, INC. METRICS AS OF DECEMBER 31, 2022

In our ongoing effort to foster a diverse and inclusive workplace, we are pleased to publish Popular Inc.'s Bloomberg Gender-Equality Survey results for 2023. The metrics used in the survey are based on the Bloomberg Gender-Equality Index (GEI) Gender Reporting Framework and the results presented are based on data as of December 31, 2022.

The 2023 survey results are primarily focused on female workplace metrics giving insight into women working at Popular. We acknowledge the significant influence that gender diversity has on our organization's success and aim to provide a comprehensive overview of our commitment to gender equity, creating transparency and accountability aligned with Popular's broader Environmental, Social, and Governance (ESG) goals.

We are proud to have been recognized in the Bloomberg Gender-Equality Index for the past two years. Our existing policies surrounding diversity, equity and inclusion serve as the foundation to ensure that equal employment opportunities are provided within the organization. As we move forward, our firm dedication to providing a fair and equitable experience for all employees remains at the core of our organization, ensuring that all of them can thrive and contribute to Popular's success.

LEADERSHIP	ANSWER	SUPPLEMENTAL INFORMATION
1. Percentage of women on company board	30%	
2. Chairperson is a woman	No	
3. Chief executive officer (CEO) is a woman	No	
4. Woman chief financial officer (CFO) or equivalent	No	
5. Percentage of women executive officers	21%	Since 2015, the number of female executive officers has doubled.
6. Chief diversity officer (CDO)	Yes	

TALENT PIPELINE		ANSWER	SUPPLEMENTAL INFORMATION
7.	Percentage of women in total management	62%	
8.	Percentage of women in senior management	33%	
9.	Percentage of women in middle management	64%	
10.	Percentage of women in non-management positions	66%	
11.	Percentage of women in total workforce	65%	
12.	Percentage of women in total promotions	67%	
13.	Percentage of Women IT/Engineering	37%, 23% respectively	The cybersecurity and technology areas are led by female executive officers.
14.	Percentage of new hires are women	58%	

INCLUSIVE CULTURE		ANSWER	SUPPLEMENTAL INFORMATION
15.	Number of weeks of fully paid primary parental leave offered	16 weeks	
16.	Number of weeks of fully paid secondary parental leave offered	8 weeks	
17.	Parental leave retention rate	94%	
18.	Employee resource groups for women	Yes	
19.	Annual anti-sexual harassment training	Puerto Rico and Virgin Islands every other year; United States annually; none for LATAM	Employees are required to confirm annually their understanding and compliance with the anti-sexual harassment policy in the Employee Handbook and Code of Ethics training. To complement these efforts, additional training on addressing workplace harassment and unconscious bias is offered to empower leaders to assume the responsibility of reporting instances of discrimination and harassment within their units.