

OUR TALENT

2020 Figures

Our employees are the main differentiator of BMV Group. Its integral development also represents our Institution's development and evolution, so we constantly seek to offer the best working conditions and maintain an adequate balance between professional and personal life.

As of December 31, 2020, there are 534 employees and we have a diverse workforce in experience, age, gender, race, among others.



Gender



43%



57%

Position	2020	
		
Chief Executive Officer / Executive Senior Vice President	1	5
Director	2	18
Compliance Officer	1	1
Assistant Director	21	34
Manager	38	63
Specialist	95	116
Analyst	70	69
Total	228	306

They are women:



The 43% of our workforce

The 34% of our management positions (including junior, middle, and top management)

The 38% of our junior management positions

The 27% of our top management positions

The 25% of our management positions in revenue-generating functions

The 34% of our STEM-related positions

Ages



< 30 years

28 %



30 – 50 years

60 %



> 50 years

12 %

Diversity and inclusion



Diversity and
inclusion

We guarantee a work environment and conditions based on tolerance and respect, regardless of nationality, race, ethnicity, among others. This is reflected in our guidelines and institutional codes.

In 2021, we will launch the Diversity and Inclusion Program, which considers three sectors: 1. Women, 2. LGBTQ+ Community and 3. Disability.

The project consists of two stages and will finish in 2022.

The scope of the first stage will consist of generating alliances with non-profit organizations that support the diagnosis of the organization, identifying indicators, strengths, areas for improvement, as well as the generation of an action plan to increase the representation of these sectors in the company. It also will include training for the employees (for example in cognitive biases) and voluntary surveys.

In the second stage, we will implement the action plan and measure the results according to the established indicators.

Strategy and analysis of workforce (People Analytics)

Human Resources department generates its strategic planning based on the organization's strategy, considering a short, medium and long-term vision. In this way, the needs of the organization are known in terms of the number of employees, profile, as well as skills required to align with the organizational strategy.

The tools that we often use to collect and analyze the information of our employees are:

HR System:

- Evaluations to measure the working environment
- Qualitative performance measured through a 360° evaluation
- Performance objectives, aligned with strategic projects of the company, compliance with institutional regulations (internal audit, risks management, internal control, compliance and information security), ESG factors and customer centricity
- Attendance

- Turnover rate, identifying the reasons
- Job descriptions
- Job postings

Learning Platform

- LinkedIn learning platform with more than 7000 courses for the employees to improve their skills with a 24/7 availability
- In addition to the offer that exists on the learning platform, the company assigns to each profile of the company, essential courses for the performance or reinforcement of its functions based on the needs of its area and its skills gaps
- Through the IPADE Business School, our Top Management team reinforces their Leadership skills
- There is a Stock Market Induction Program, which is mandatory for all the new employees
- Our employees can also be trained by our BMV School

Analysis of salary competitiveness

- On an annual basis, a third party carries out a salary competitiveness analysis (considering total compensation) in relation to the financial, technological and strategic markets.

In 2021, the HR System will migrate to one that will allow a more complete information analysis.

The information provided allows us to make a comprehensive analysis, letting us to carry out a personnel budget planning, identify possible risks of departure of key personnel, current skills gaps (both technical and soft skills), and generate a recruitment and selection strategy based on to the potential needs of the organization.

To give an example, in 2020, BMV Group opened new business lines and refocused the IT role, considering disruptive transformation platforms, strengthening the operational excellence of the organization.

In that sense, we generated an IT strategy with a three-year vision, which began with a personnel restructuring and identification of new skills required, increasing the need for experience in digitization, artificial intelligence, machine learning, blockchain, agile methodology, to name a few.

In this process, the role of HR and the people analytics were key to identify the gaps and development needs of current employees, as well as having specific recruitment parameters for new positions. This has helped to develop initiatives in different areas of the Group, including our Central Securities Depository Index, which represents more than 40% of the BMV Group's income (robotizing traditionally manual businesses), resulting in greater operational agility, and considerably improving the service.