



**2019**

SUSTAINABILITY  
REPORT

**SUSTAINABLE GROWTH:  
CONNECTING PEOPLE,  
CULTURE AND BUSINESS**



**Algar**   
Telecom



# Supplement to GRI Indicators

## Profile of the Employees

GRI 102-7, 102-8

Number of Employees by Functional Level	2017		2018		2019		Δ 2018/2019	
	Men	Women	Men	Women	Men	Women	Men	Women
Executives	64	17	70	17	80	24	14%	41%
Non-executives	2,681	1,172	3,189	1,268	3,077	1,235	-4%	-3%
<b>Total by gender</b>	<b>2,745</b>	<b>1,189</b>	<b>3,259</b>	<b>1,285</b>	<b>3,157</b>	<b>1,259</b>	<b>-3%</b>	<b>-2%</b>
<b>Total</b>	<b>3,934</b>		<b>4,544</b>		<b>4,416</b>		<b>-3%</b>	

Interns / Young Apprentices	2017		2018		2019		Δ 2018/2019	
	Men	Women	Men	Women	Men	Women	Men	Women
Interns	76	40	73	23	47	13	-36%	-43%
Young apprentices	0	0	21	11	18	8	-14%	-27%
<b>Total by gender</b>	<b>76</b>	<b>40</b>	<b>94</b>	<b>34</b>	<b>65</b>	<b>21</b>	<b>-31%</b>	<b>-38%</b>
<b>Total</b>	<b>116</b>		<b>128</b>		<b>86</b>		<b>-33%</b>	

Number of Employees by Type of Contract	2017		2018		2019		Δ 2018/2019	
	Men	Women	Men	Women	Men	Women	Men	Women
Definite period	12	3	0	0	65	21	-	-
Indefinite period	2,733	1,186	3,259	1,285	3,092	1,238	-62%	141%
<b>Total by gender</b>	<b>2,745</b>	<b>1,189</b>	<b>3,259</b>	<b>1,285</b>	<b>3,157</b>	<b>1,259</b>	<b>-60%</b>	<b>142%</b>
<b>Total</b>	<b>3,934</b>		<b>4,544</b>		<b>4,416</b>		<b>-3%</b>	

Number of Employees by Type of Employment	2017		2018		2019		Δ 2018/2019	
	Men	Women	Men	Women	Men	Women	Men	Women
Full-Time	2,491	832	2,943	960	2,917	988	-1%	3%
Part-Time	254	357	316	325	240	271	-24%	-17%
<b>Total by gender</b>	<b>2,745</b>	<b>1,189</b>	<b>3,259</b>	<b>1,285</b>	<b>3,157</b>	<b>1,259</b>	<b>-3%</b>	<b>-2%</b>
<b>Total</b>	<b>3,934</b>		<b>4,544</b>		<b>4,416</b>		<b>-3%</b>	

Number of employees per region	2017		2018		2019		Δ 2018/2019	
	Men	Women	Men	Women	Men	Women	Men	Women
Southern Region	178	36	228	45	282	55	24%	22%
Southeastern Region	2,476	1,130	2,837	1,189	2,750	1,176	-3%	-1%

Number of employees per region	2017		2018		2019		Δ 2018/2019	
Mid-West Region	91	23	106	26	77	11	-27%	-58%
Northeastern Region	0	0	88	25	48	17	-45%	-32%
Northern Region	0	0	0	0	0	0	-	-
<b>Total by gender</b>	<b>2,745</b>	<b>1,189</b>	<b>3,259</b>	<b>1,285</b>	<b>3,157</b>	<b>1,259</b>	<b>19%</b>	<b>8%</b>
<b>Total</b>	<b>3,934</b>		<b>4,544</b>		<b>4,416</b>		<b>-3%</b>	

Total Employees by Age Group	2017		2018		2019		Δ 2018/2019	
	Men	Women	Men	Women	Men	Women	Men	Women
Under 30	824	366	1,057	424	856	374	-19%	-12%
Between 30 and 50 years	1,709	773	1,913	772	2,010	796	5%	3%
Over 50 years	212	50	289	89	291	89	1%	0%
<b>Total by gender</b>	<b>2,745</b>	<b>1,189</b>	<b>3,259</b>	<b>1,285</b>	<b>3,157</b>	<b>1,259</b>	<b>-3%</b>	<b>-2%</b>
<b>Total</b>	<b>3,934</b>		<b>4,544</b>		<b>4,416</b>		<b>-3%</b>	

## Turnover

Turnover by Gender	2017				2018				2019			
	Admissions	Dismissal	Contracting Rate	% turnover	Admissions	Dismissal	Contracting Rate	% turnover	Admissions	Dismissal	Contracting Rate	% turnover
Man	575	431	21%	18%	555	285	17%	13%	537	182	17%	11%
Woman	271	249	23%	22%	183	108	14%	11%	271	90	22%	14%
<b>Total</b>	<b>846</b>	<b>680</b>	<b>22%</b>	<b>19%</b>	<b>738</b>	<b>393</b>	<b>16%</b>	<b>12%</b>	<b>808</b>	<b>272</b>	<b>18%</b>	<b>12%</b>

Turnover by Age Group	2017				2018				2019			
	Admissions	Dismissal	Contracting Rate	% turnover	Admissions	Dismissal	Contracting Rate	% turnover	Admissions	Dismissal	Contracting Rate	% turnover
Under 30	230	108	19%	11%	406	186	27%	20%	332	73	27%	16%
Between 30 and 50 years	599	538	24%	21%	317	196	12%	10%	459	177	16%	11%
Over 50 years	17	34	6%	7%	15	11	4%	3%	17	22	4%	5%
<b>Total</b>	<b>846</b>	<b>680</b>	<b>22%</b>	<b>19%</b>	<b>0</b>	<b>0</b>	<b>16%</b>	<b>12%</b>	<b>808</b>	<b>272</b>	<b>18%</b>	<b>12%</b>

Turnover by Region	2017				2018				2019			
	Admissions	Dismissal	Contracting Rate	% turnover	Admissions	Dismissal	Contracting Rate	% turnover	Admissions	Dismissal	Contracting Rate	% turnover
Southern Region	90	46	42%	32%	4	4	1%	1%	120	17	36%	20%
Southeastern Region	735	622	20%	19%	723	383	18%	14%	662	199	17%	11%
Center Region West	21	12	18%	14%	10	6	8%	6%	12	8	14%	11%

Turnover by Region	2017				2018				2019			
Northeastern Region	0	0	-	-	1	0	1%	0%	14	48	22%	48%
Northern Region	0	0	-	-	0	0	-	-	0	0	-	-
<b>Total</b>	<b>846</b>	<b>680</b>	<b>22%</b>	<b>19%</b>	<b>738</b>	<b>393</b>	<b>16%</b>	<b>12%</b>	<b>808</b>	<b>272</b>	<b>18%</b>	<b>12%</b>

## Training

Functional Category		2017			2018			2019		
		Men	Women	2017 Total	Men	Women	2018 Total	Men	Women	2019 Total
<b>Executives</b>	Total workload	2,087	980	3,066	4,412	1,044	5,456	3,472	1,049	4,521
	Total employees in the category	93	30	123	70	17	87	80	24	104
	Hours per employee in the category	22	33	25	63	61	63	43	44	43
<b>Non-Executives</b>	Total workload	366,451	468,819	835,27	131,01	53,432	184,442	117,219	45,286	162,505
	Total employees in the category	8,557	6,966	15,523	3,189	1,268	4,457	3,077	1,235	4,312
	Hours per employee in the category	43	67	54	41	42	41	38	37	38
<b>Total</b>	Total workload	368,537	469,799	838,336	135,422	54,476	189,898	120,691	46,335	167,026
	Total employees	8,650	6,996	15,646	3,259	1,285	4,544	3,157	1,259	4,416
	Hours per employee	43	67	54	42	42	42	38	37	38