

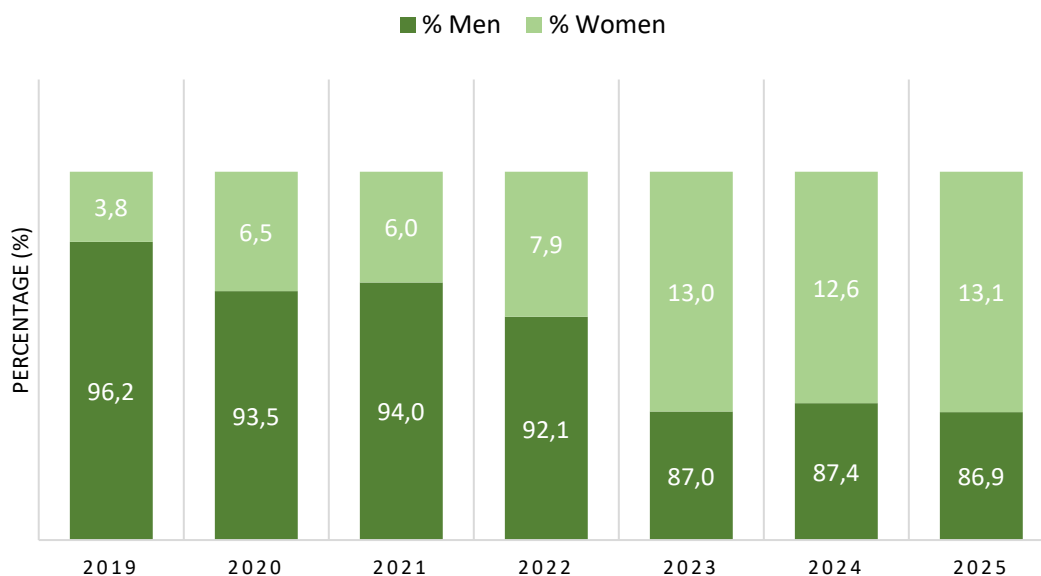
STL GENDER STATISTICS 2025

At STL, gender equality is essential to ensuring that our mining and metallurgical operations are safe, fair, and socially responsible. Because mining has traditionally been a male-dominated field, it is crucial that women are given a voice and that their perspectives are fully respected. Women's views are vital to STL's future, as their equal participation brings diverse perspectives that strengthen decision-making, improve solutions to complex challenges, and contribute to a more inclusive and prosperous workplace. For STL, gender equality is not only about fairness within the company, but also about helping society move forward by ensuring that all individuals have the opportunity to contribute fully to our shared success.

Gender equality strategy.

STL has a strategic objective to reach 10% of women hired in their workforce by 2025. This objective has now been successfully obtained.

RATIO OF MEN TO WOMEN



Gender promotions

At STL, we recognize that gender equality is not achieved through recruitment alone; it also requires ensuring that women have equal access to promotions and advancement across all fields within the mining sector, from technical roles to leadership positions. True equality means creating clear pathways for women to grow, specialize, and contribute fully in every area of our operations, so that their talents and perspectives help shape the future of STL.

Men vs women internal promotions

