

**3.9%**  
1,090 people with a disability in 33 countries

*Diversity Makes us Unique*

**97.6%**  
on permanent contracts

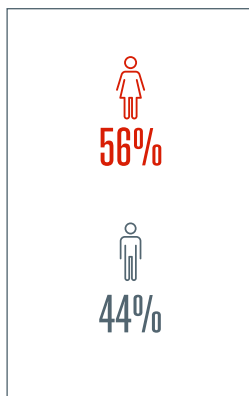
**93.5%**  
with full-time work schedules

**Awareness-raising actions**

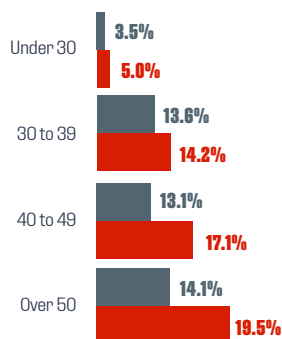
- 224 volunteering activities targeting people with a disability
- 21 awareness-raising discussions and activities
- 49 news items published on our Global Intranet
- 7,621 employees worldwide have completed MAPFRE's Global Disability Program, Seeing without labels

**8.3 out of 10**

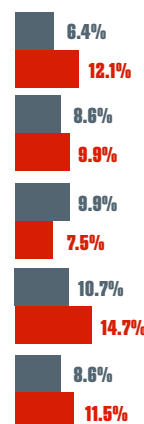
Score given to perceived impact on the inclusion of people with a disability on the workforce



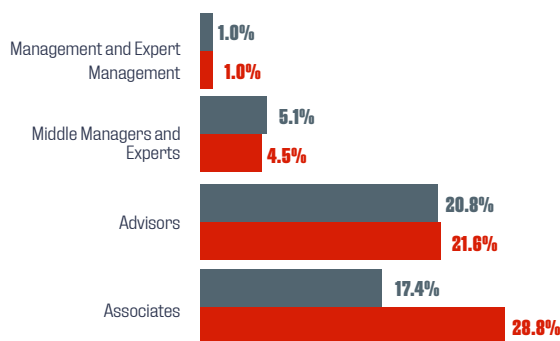
**AGE GROUPS**



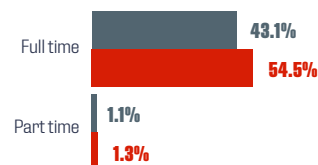
**LENGTH OF SERVICE**



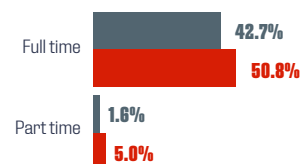
**JOB POSITION LEVEL**



**TYPE OF CONTRACT**



**TYPE OF SCHEDULE**



\*Data for USA workforce (where it is not pbligatory to declare a disability) and BRASILEG and FUNESPAÑA staff not included