Diversity and Inclusion

205	295	47	10.2%
# of Females	# of Males	# of Leavers	% employees promoted (FY21)

Performance Rating of Men
1 — 2.50 — 4 (3.50)

Performance Rating of Women
1 — 2.49 — 4 (3.50)

8.8%	11.2%
% of women promoted	% of men promoted

41.0%
% of hires female

59.0%
% of hires male

86.8%
% turnover

Age Group

Age	Value
20 to 29	223
30 to 39	174
40 to 49	83
50 to 59	10
16 to 19	6
60 to 69	4

Nationality

Switzerland	Europe	Elsewhere
264	224	12

Full Time Employees

Legend: Female, Male

	Female	Male
Full Time	172	293
0.8	13	1
0.7	7	
0.9	4	1
0.5	4	
0.6	4	
0.4	1	

Performance Rating
1 — 4

Gender
☐ Female
☐ Male

Department by Gender

Legend: Female, Male

Department	Female	Male
Operations	100	103
Sales & Mark...	59	109
Internal Servi...	24	48
Strategy	4	18
Finance	6	12
HR	12	5

working years

Legend: Female, Male

Male: 34, 18, 50, 32, 19(?), 31
Female: 34, 15, 41, ..., 19, 6, 16

(Values shown: 34, 41, 50, 32, 18, 15, 19, 6, 31, 16)

Job Level after Promotion by Gender

Legend: Female, Male

Job Level	Female	Male
6 - Junior Officer	96	89
5 - Senior Officer	56	50
4 - Manager	28	58
3 - Senior Man...	15	48
2 - Director	6	33
1 - Executive	4	17