Diversity and Inclusion Analysis 500 434 295 205 47 66 pwc **Total Employees** Male Employees Women Employees Resigns **New Hires Employees From Beggining** Promotion Job Type Age Group Gender Female Male Gender Female Male 293 120 115 100 172 200 Hired 20 to 29 16 to 19 40 to 49 **Full Time Part Time** Resigns Department Job Level After FY21 promotion Gender Female Male Gender Female Male 6 - Junior Officer Operations 49.26% 50.74% 78 5 - Senior Officer Sales & Marketing 35.12% 64.88% Performance Internal Services 33:33% 4 - Manager 66.67% 54 3 - Senior Manager Strategy 81.82% 46 2 - Director Finance 33.33% 29 HR 70.59% 29.41% 1 - Executive 16

100%

20

40

60

80

0%

50%

Promotion Total % of Male Male % Promoted **Total Employees** Female Female % Promoted in FY21 Promoted Promoted Promoted Promoted pwc 6.60% 10% 3.60% 51 33 18 Promotion Promotion by Department Job Type Age Group Female Promotion Male Promotion Female Promotion Male Promotion Female Promotion Male Promotion 33 89.47% Sales & Marketing 20 43.75% 56.25% Operations Hired 62.50% Internal Services 37.50% 20 HR 66.67% 33.33% Strategy 33.33% 66.67% Finance 50.00% 50.00% 30 to 39 20 to 29 Full Time Part Time 40 to 49 0% 50% 100% Resigns Promotion and Job Level **Promotion Trend** Female Promotion Male Promotion Female Promotion Male Promotion 11 6 - Junior Officer 7 5 - Senior Officer Performance 13 5 4 - Manager 7 2 - Director 3 - Senior Manager 0 10 2012 2013 2014 2015 2016 2017 2018 2019

New Hires 48.48% 51.52% 66 32 pwc % Hire Males **New Hires Employees** Hire male Employees Hire Female Employees % Hire Females Promotion Job Type Age Group New Hires by Department New Female Hired New Male Hired New Female Hired New Male Hired New Female Hired New Male Hired 20 31 58.62% 41.38% Operations Sales & Marketing 38.89% 61.11% Hired 54.55% Internal Services 45.45% 20 Strategy 40.00% 60.00% 50.00% Finance 50.00% 100.00% HR 20 to 29 30 to 39 40 to 49 60 to 69 50 to 59 Full Time Part Time 0% 50% 100% Resigns New Hires After FY21 Hiring Trend New Female Hired New Male Hired Female Male 50 15 6 - Junior Officer 50 5 - Senior Officer 34 Performance 33 32 31 3 - Senior Manager 21 4 - Manager 16 1 - Executive 19 2 - Director 3 0

2012

2014

2016

2018

2020

5

10

Resigns 55.32% 44.68% 47 26 pwc Total Leavers Male Leavers Female Leavers % Male Leavers % Female Leavers Promotion Age Group Job Type Resigns by Department Female Resigns Male Resigns Female Resigns Male Resigns Female Resigns Male Resigns 12 45.00% 55.00% Operations 60.00% Sales & Marketing 40.00% 20 Hired 28.57% Internal Services 71.43% 50.00% 50.00% Finance Strategy 100.00% HR 100.00% 40 to 49 30 to 39 20 to 29 50 to 59 60 to 69 Full Time Part Time 0% 50% 100% Resigns Resigns and Job Level Leaving Trend Female Resigns Male Resigns Female Resigns Male Resigns 6 - Junior Officer 5 - Senior Officer Performance 4 - Manager 3 - Senior Manager 2 - Director 1 - Executive 0 0 10 2012 2013 2014 2015 2017 2018 2019 2016

Performance AVG Performance by AVG Performance by FY19 AVG Performance by AVG Performance by FY19 v/s Gender FY19 Gender FY20 v/s FY20 FY20 (Job Type) pwc Male Female Female Male Avg FY19 P Avg FY20 P Avg FY19 P Avg FY20 P 2.6 2.5 2.6 2.4 2.58 2.42 2.41 2.56 Promotion 2.6 Male 2.4 2.6 2.4 Female Male Female Female Male Part Time Full Time Hired AVG Performance by FY19 v/s FY20 AVG Performace by FY19 v/s FY20 Avg FY19 P Avg FY20 P Avg FY19 P Avg FY20 P Resigns 2.68 2.65 2.65 2.7 2.63 HR 2.3 2.6 2.7 Strategy 2.5 2.53 2.52 2.51 2.7 2.48 2.47 Internal Services 2.4 2.41 2.6 Sales & Marketing 2.4 Performance 2.4 2.36 2.5 2.5 Operations 2.35 2.3 2.31 2.30 Finance 2.5 2.27 2012 2013 2014 2015 2016 2017 2018 2019