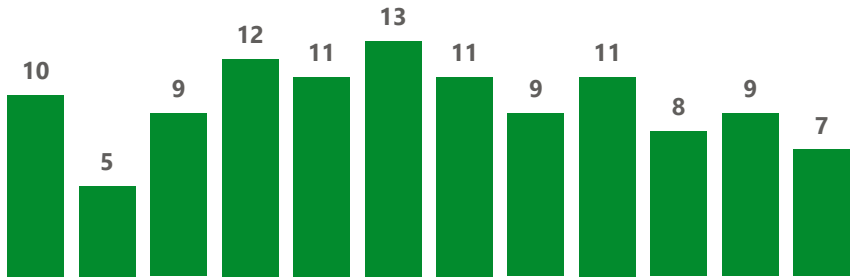
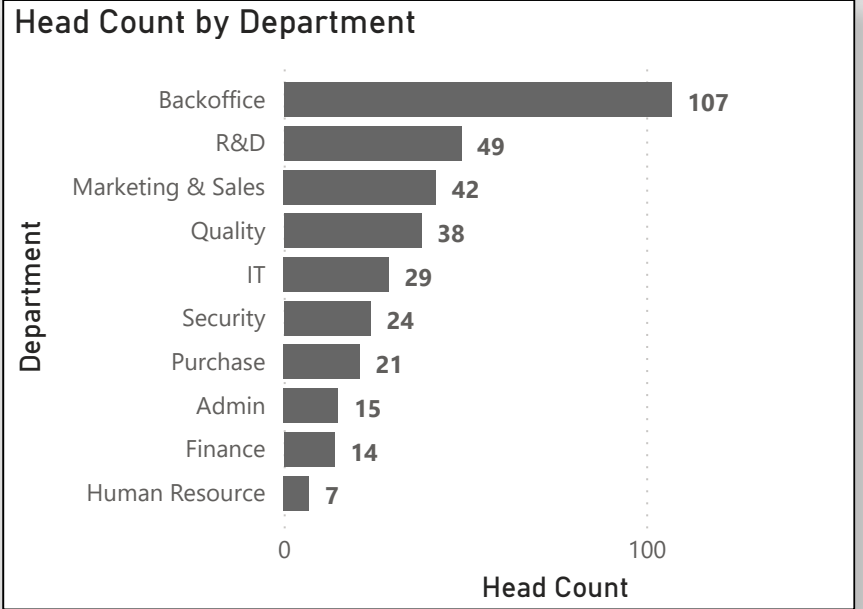
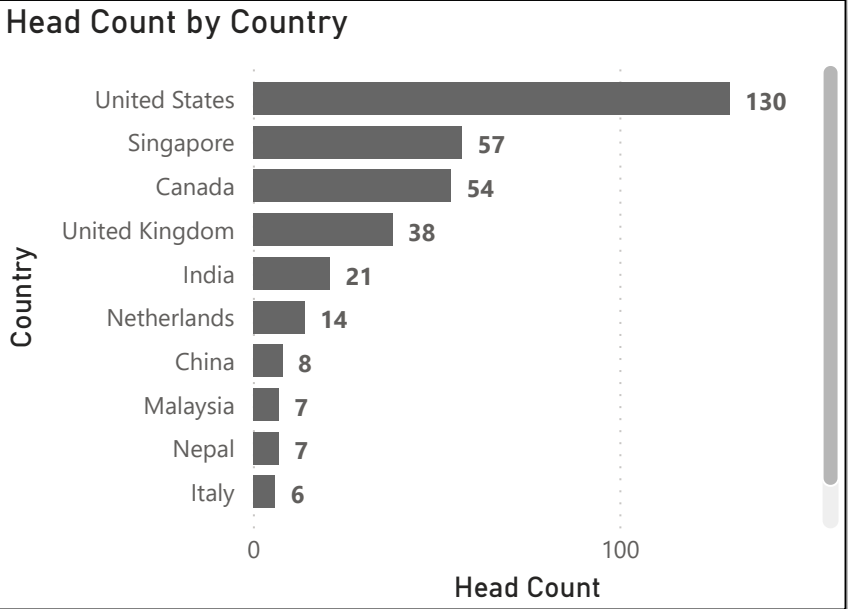
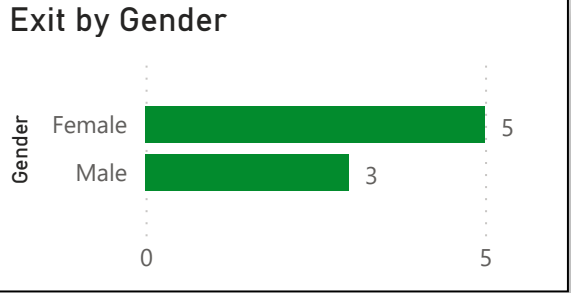
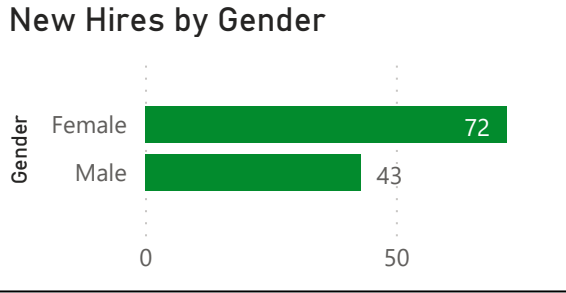
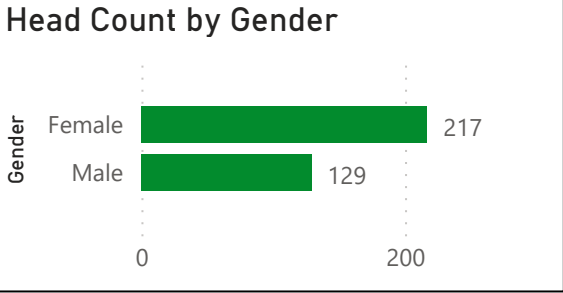
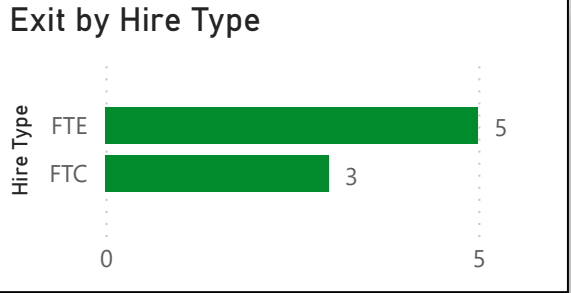
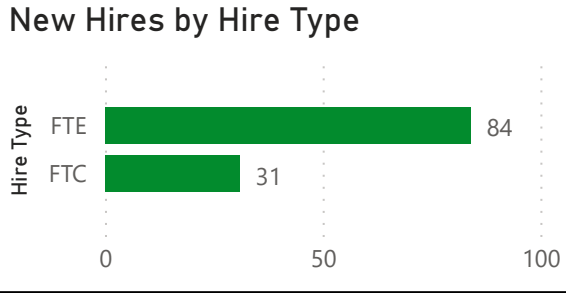
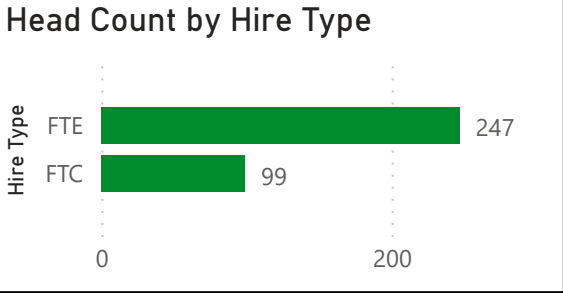
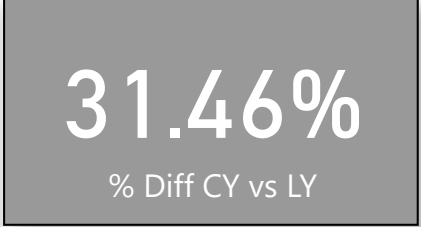
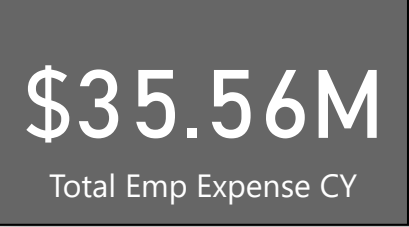
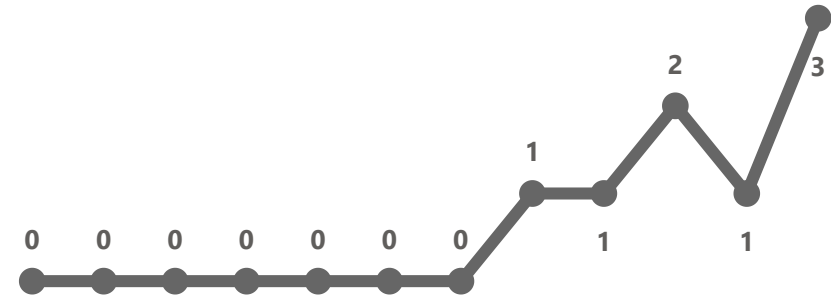


New Hires by Month



Exit by Month



\$35.56M

Total Emp Expense CY

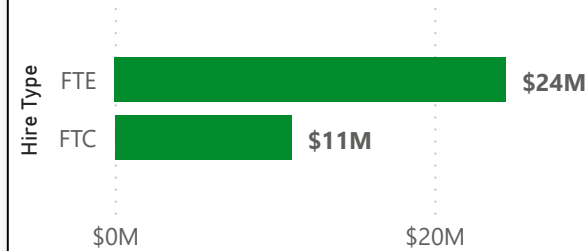
\$35.23M

Salary Exp CY

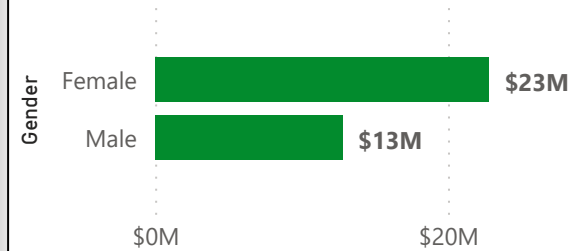
\$333.27K

Bonus Exp CY

### Total Emp Expense by Hire Type



### Total Emp Expense by Gender



### Emp Expense by Departments

Department	Emp Count	Salary Exp	Bonus Exp	Total Emp Exp	Avg Age	Avg Hike %
Admin	15	\$1,195,489.60	\$11,073.22	\$1,206,562.82	28.80	8.43%
Backoffice	109	\$9,722,582.85	\$95,207.07	\$9,817,789.92	28.55	8.15%
Finance	14	\$1,804,931.06	\$17,293.04	\$1,822,224.10	32.64	10.00%
Human Resource	9	\$885,598.27	\$6,160.00	\$891,758.27	30.33	7.78%
IT	29	\$3,332,630.42	\$41,269.45	\$3,373,899.87	32.31	8.69%
Marketing & Sales	44	\$4,454,205.16	\$36,109.72	\$4,490,314.89	30.77	8.17%
Purchase	21	\$2,625,322.91	\$7,551.49	\$2,632,874.39	33.71	8.17%
Quality	39	\$3,839,545.99	\$49,216.84	\$3,888,762.83	30.38	8.50%
R&D	49	\$4,926,313.61	\$42,157.02	\$4,968,470.63	32.10	8.55%
Security	25	\$2,439,789.40	\$27,230.05	\$2,467,019.45	30.32	8.68%
Total	354	\$35,226,409.27	\$333,267.89	\$35,559,677.16	30.48	8.40%

#### FTC

\$10,134,023.33

Salary Exp CY

\$89,334.79

Bonus Exp CY

#### FTE

\$25,092,385.94

Salary Exp CY

\$243,933.10

Bonus Exp CY

#### Female

\$22,579,589.15

Salary Exp CY

\$201,783.87

Bonus Exp CY

#### Male

\$12,646,820.12

Salary Exp CY

\$131,484.02

Bonus Exp CY

### Emp Expense by Country

Country	Total Emp Exp	Total Emp Exp LY	% Diff CY vs LY
Brazil	\$609,345.44	\$431,973.64	29.11%
Canada	\$5,848,299.90	\$3,843,774.92	34.28%
China	\$717,991.11	\$551,556.82	23.18%
India	\$2,368,577.35	\$1,417,552.25	40.15%
Italy	\$792,789.23	\$515,592.25	34.96%
Malaysia	\$753,519.30	\$279,013.06	62.97%
Nepal	\$833,857.92	\$687,774.42	17.52%
Netherlands	\$1,408,010.63	\$866,927.19	38.43%
Singapore	\$5,442,637.71	\$3,966,017.61	27.13%
United Kingdom	\$3,274,033.14	\$2,202,032.65	32.74%
United States	\$13,510,615.42	\$9,609,235.44	28.88%
Total	\$35,559,677.16	\$24,371,450.26	31.46%

### Emp Hike % & Count

Hike %	Count
0.00%	24
5.00%	26
7.00%	5
7.50%	44
8.00%	18
9.00%	32
9.50%	164
10.00%	4
10.50%	2
12.00%	31
13.50%	2
14.50%	1
15.50%	1
Total	354

### Emp Raing & Avg Hike %

Emp Rating	Avg Hike %	Emp Count
3	8.39%	175
4	8.15%	162
5	10.88%	13
6	10.88%	4
Total	8.40%	354

### Emp Expense by Age group

Age Group	Total Emp Exp	Emp Count
40 & Above	\$4,244,307.85	30
35 - 40	\$11,459,472.09	90
30 - 35	\$11,561,955.04	112
25 - 30	\$7,585,942.18	108
25 or Below	\$708,000.00	14
Total	\$35,559,677.16	354

2018

2019

2020

Employee Count by Gender

Gender	New Hires	Exit	Head Count
Female	72	5	217
Male	43	3	129
Total	115	8	346

Emp Rating by Gender

Gender	3	4	5	6	Total
Female	105	105	10	2	222
Male	70	57	3	2	132
Total	175	162	13	4	354

Emp Count by Department

Department	Head Count	New Hires	Exit
Admin	15	6	0
Backoffice	107	31	2
Finance	14	5	0
Human Resource	7	3	2
IT	29	11	0
Marketing & Sales	42	14	2
Purchase	21	7	0
Quality	38	12	1
R&D	49	16	0
Security	24	10	1
Total	346	115	8

Emp Count by Country

Country	Head Count	New Hires	Exit
Brazil	4	2	0
Canada	54	20	1
China	8	2	0
India	21	8	1
Italy	6	3	0
Malaysia	7	4	0
Nepal	7	1	0
Netherlands	14	6	1
Singapore	57	17	2
United Kingdom	38	12	0
United States	130	40	3
Total	346	115	8

Employee Count by Hire Type

Hire Type	New Hires	Exit	Head Count
FTC	43	2	111
FTE	72	6	235
Total	115	8	346

Emp Rating by Hire Type

Hire Type	3	4	5	6	Total
FTC	58	50	4	1	113
FTE	117	112	9	3	241
Total	175	162	13	4	354

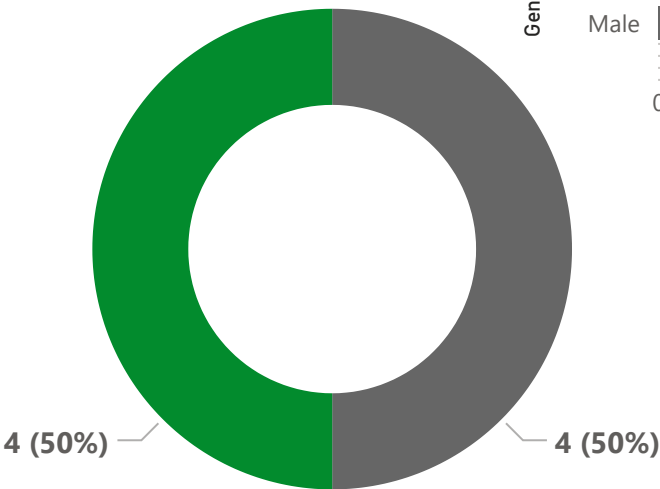
Emp Rating by Department

Department	3	4	5	6	Total
Admin	8	7			15
Backoffice	47	57	2	3	109
Finance	5	7	2		14
Human Resource	3	5	1		9
IT	13	15	1		29
Marketing & Sales	25	17	1	1	44
Purchase	9	10	2		21
Quality	21	17	1		39
R&D	30	17	2		49
Security	14	10	1		25
Total	175	162	13	4	354

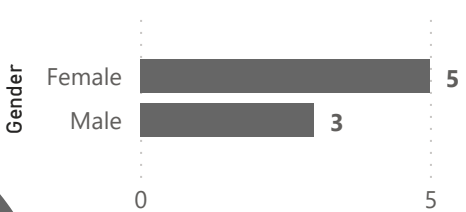
Emp Rating by Country

Country	3	4	5	6	Total
Brazil	2	1	1		4
Canada	26	28		1	55
China	4	3	1		8
India	10	11	1		22
Italy	5	1			6
Malaysia	6	1			7
Nepal	3	4			7
Netherlands	11	3	1		15
Singapore	30	28	1		59
United Kingdom	18	17	3		38
United States	60	65	5	3	133
Total	175	162	13	4	354

Employee Exit Reason



Exit by Gender



Seperation Reason

- Involuntary
- Voluntary

2018

2019

2020