DIVERSITY AND INCLUSION

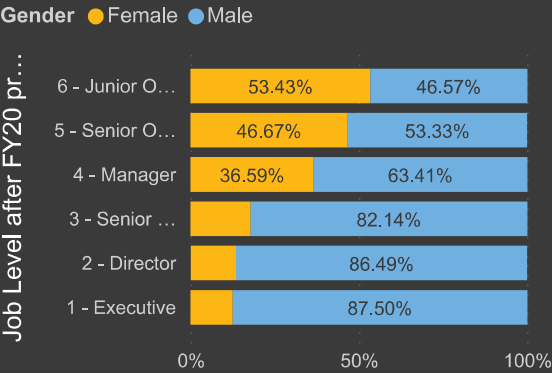**41.0%**
% female

59.0%
% male

Last Department in FY20 ⌄
All ⌄

Broad region group: national... ⌄
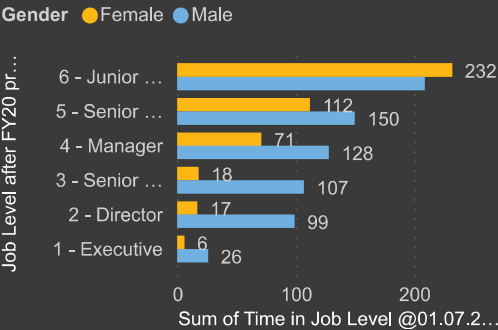All ⌄

Age group ⌄
All ⌄

Job Level after FY20 promot... ⌄
All ⌄

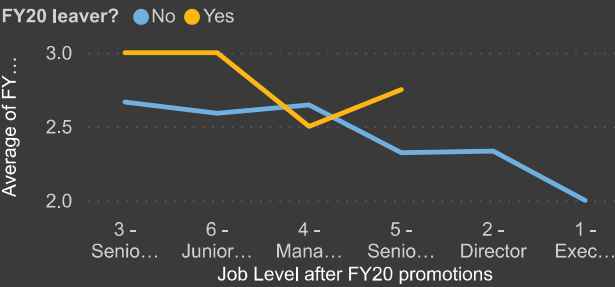## Count of Employee ID by Job Level after FY20 promotions and Gender

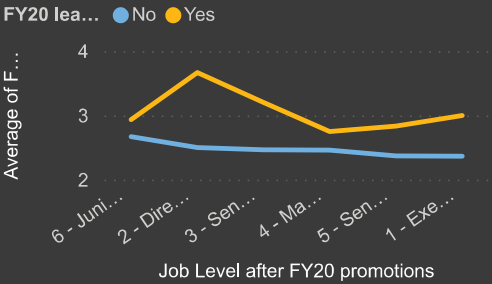**Gender** ● Female ● Male

Job Level after FY20 pr...	Female	Male
6 - Junior O...	53.43%	46.57%
5 - Senior O...	46.67%	53.33%
4 - Manager	36.59%	63.41%
3 - Senior ...		82.14%
2 - Director		86.49%
1 - Executive		87.50%

Count of Employee ID

Female Performance Rating after FY19 promotions and FY20 leaver

FY20 leaver? ● No ● Yes

Average of FY...

Job Level after FY20 promotions

Male Performance Rating after FY19 promotions and FY20 leaver

FY20 lea... ● No ● Yes

Average of F...
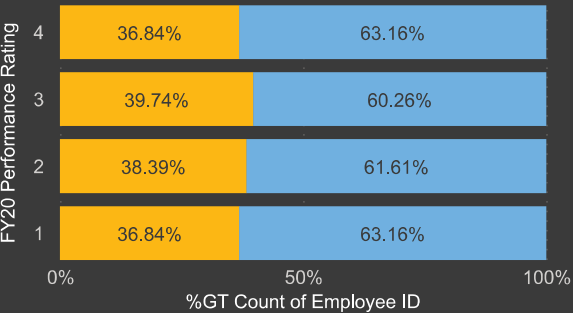
Job Level after FY20 promotions

Time in Job Level after FY20 promotions and Gender

Gender ● Female ● Male

Job Level after FY20 pr...	Female	Male
6 - Junior ...	232	
5 - Senior ...	112	150
4 - Manager	71	128
3 - Senior ...	18	107
2 - Director	17	99
1 - Executive	6	26

Sum of Time in Job Level @01.07.2...

Promotions after FY21

Gender ● Female ● Male ● % female

Count of Employ...

Job Level after FY21 promotions

Promotions after FY20

Gender ● Female ● Male ● % female

Count of Employ...

Job Level after FY20 promoti...

DIVERSITY AND INCLUSION

Last Department in FY20
| All | ∨ |
:Y20

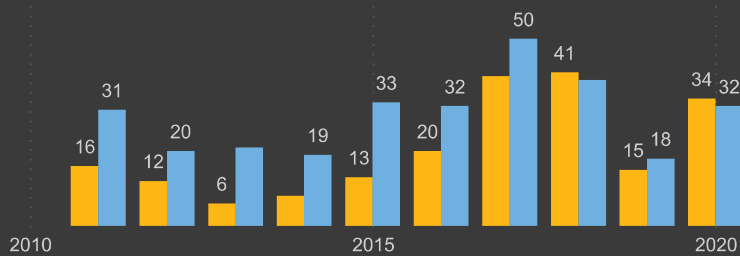Broad region group: national...
| All | ∨ |

Age group
| All | ∨ |

Job Level after FY20 promot...
| All | ∨ |

Count of Last hire date by Year and Gender

Gender ● Female ● Male
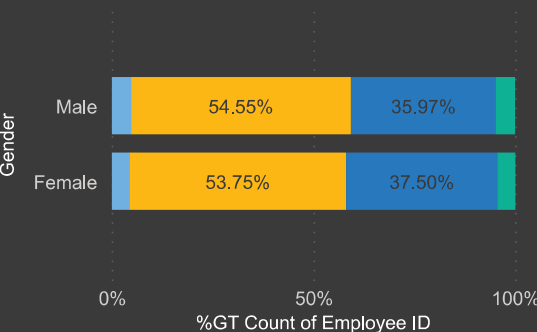
Average Performance Rating

Gender ● Female ● Male

Gender ● Female ● Male

FY20 Performance Rating

Rating	Female	Male
4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%

0%   50%   100%
%GT Count of Employee ID

2010   2015   2020

16 31   12 20   6   19   13 20   33 32   50 41   34 32
                                        15 18

2.41
(49.88%)

2.42
(50.12%)
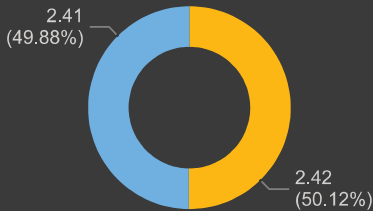
Agewise Employee after FY21 promotions

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49

Count of Employee ID

100%

50%

0%

6 -   5 -   4 -   3 -   2 -   1 -
Junior   Senior   Mana... Senior   Director Execu...
Officer Officer   Mana...

Job Level after FY21 promotions
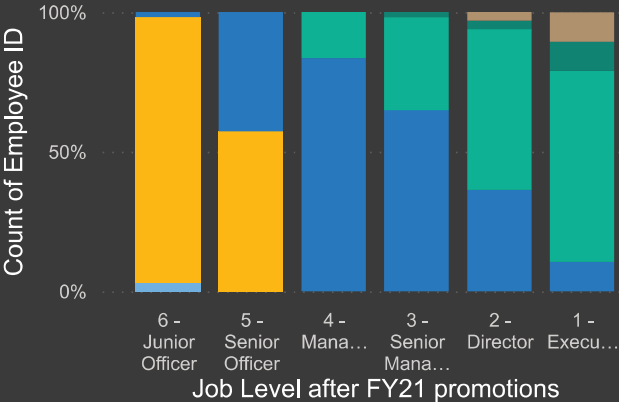
%GT Count of Employee ID by Gender and FY20 Performance Rating

FY20 Perfo... ● 1 ● 2 ● 3 ● 4

Gender		
Male	54.55%	35.97%
Female	53.75%	37.50%

0%   50%   100%
%GT Count of Employee ID

Employee in end of FY20

Count of Employee ID

200

100

0

20 to 29 30 to 39 40 to 49 16 to 19 50 to 59 60 to 69

Age group

DIVERSITY AND INCLUSION

Last Department in FY20
All ▾

Broad region group: national… ▾
All ▾

Age group ▾
All ▾

Job Level after FY20 promot… ▾
All ▾

Count of Employee ID by Nationality 1

Count of Employee ID

264 — Switzerland
95 — France
65 — Germany
32 — Italy
8 — United King…
6 — Spain
6 — United States
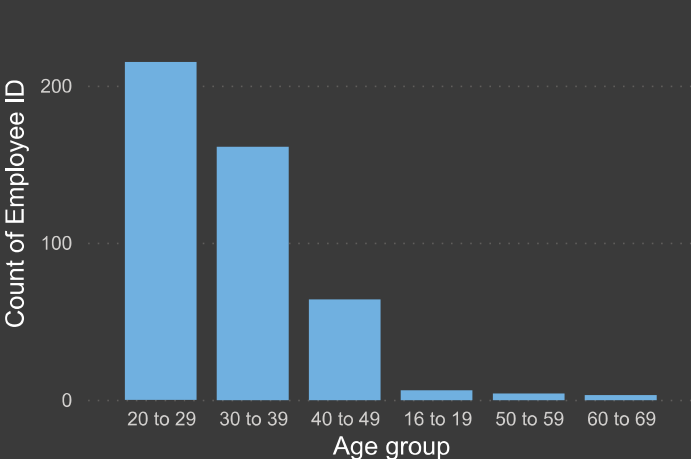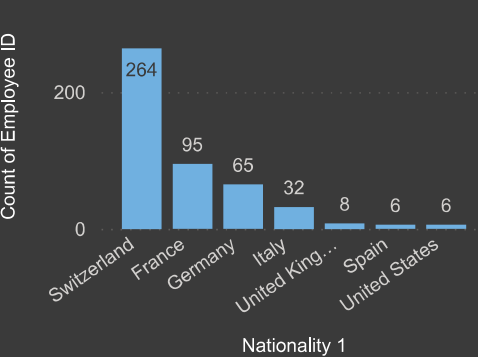
Nationality 1

Count of Employee ID by Region group: nationality 1 and Gender

Gender ●Female ●Male

Switzerland: 169 (Male), 95 (Female)
Europe: 120 (Male), 104 (Female)
Americas
Asia Pacific
Middle East

Region group: nationality 1
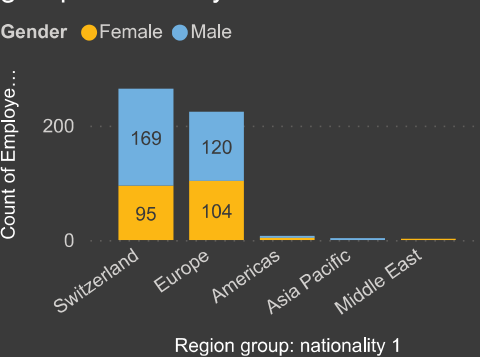
Count of Employee ID by Age group and Gender
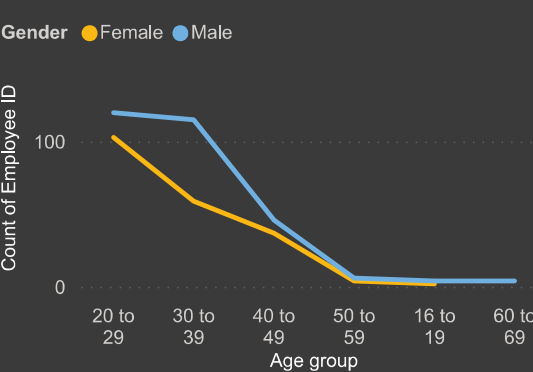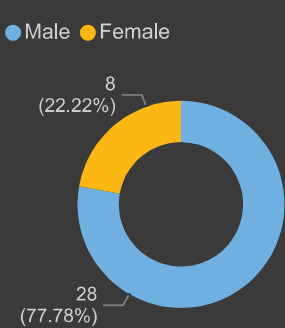
Gender ●Female ●Male

Count of Employee ID

Age groups: 20 to 29, 30 to 39, 40 to 49, 50 to 59, 16 to 19, 60 to 69

Promotion in FY20

●Male ●Female

8 (22.22%)
28 (77.78%)

Promotion in FY21

●Male ●Female

18 (35.29%)
33 (64.71%)

Count of Employee ID by Job Level after FY20 promotions

Gender ●Female ●Male

Job Level after FY20 pro…	Female	Male
6 - Junior …	56.19%	43.81%
5 - Senior …	48.51%	51.49%
4 - Manager	38.46%	61.54%
3 - Senior …		80.77%
2 - Director		85.29%
1 - Executive		86.67%

0%   50%   100%
Count of Employee ID
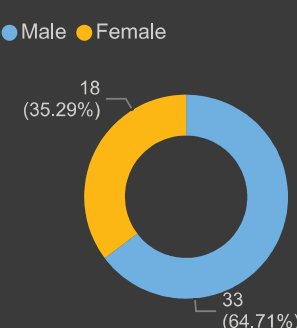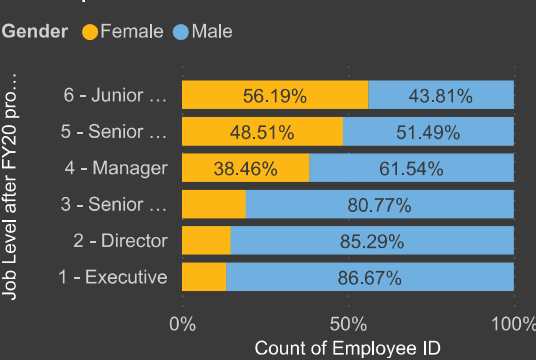
9.40%
#Turnover

Leaver

Female
21

Male
26