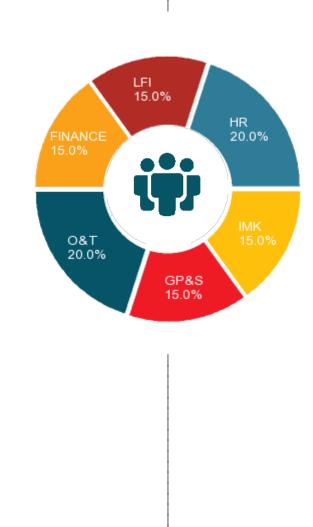


WORKFORCE BY BUSINESS UNIT



20 20 20 20 20

20

20

20

20

46.15%

60

relationship management roles, delivery

or providing routine post sale support.

GENERATION

Baby Boomer Generation X

Millenial

TOTAL

WORKFORCE BY LOCATION



50.00% 50

MEA FRONT/MIDDLE/BACK* HC SUMMARY



Employees that spend 50% or more in Employees that spend less than 50 pct of Employees that spend time supporting direct contact with customers driving time in direct contact with customers and core infrastructure(O&T, Business revenue in either selling activities, do not support our core operating Support)

> infrastructures (Communications, HR, Finance, Law, Marketing, Product

Development, Risk Management)



FEMALE

5

52

62

119

1.6

1.4

1.2

1.0

0.8

0.6

0.4

0.2

0.0

MEA Jan 2014

FEMALE %

1.95%

20.23%

24.12%

46.30%

MALE %

2.33%

22.57%

24.12%

53.70%



MALE

6

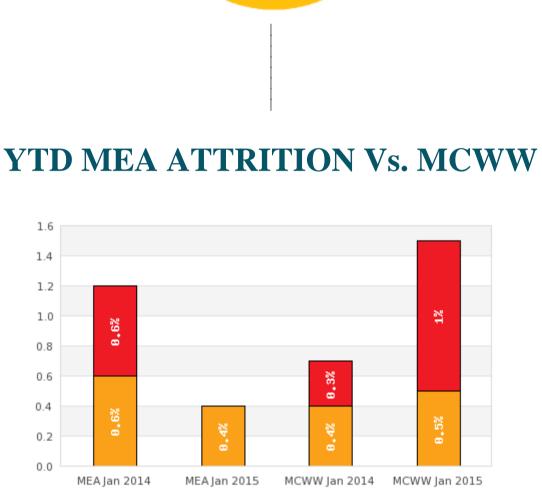
58

BABY BOOMER 1946 - 1964	GENERATION X 1965 - 1979	MILLENIAL 1980 - 2000

DIVERSITY BY ORIGIN



Africa 23.0%



MEA Jan 2015

