

DIVERSITY AND INCLUSION



PHARMA GROUP AG





Diversity and Inclusion: Hiring

Gender

All

Department

All

500

Employees

Leaver

Male

26

Female

21

295

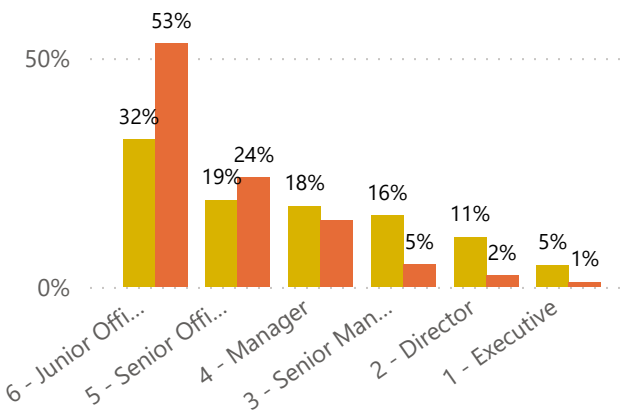
Males

205

Females

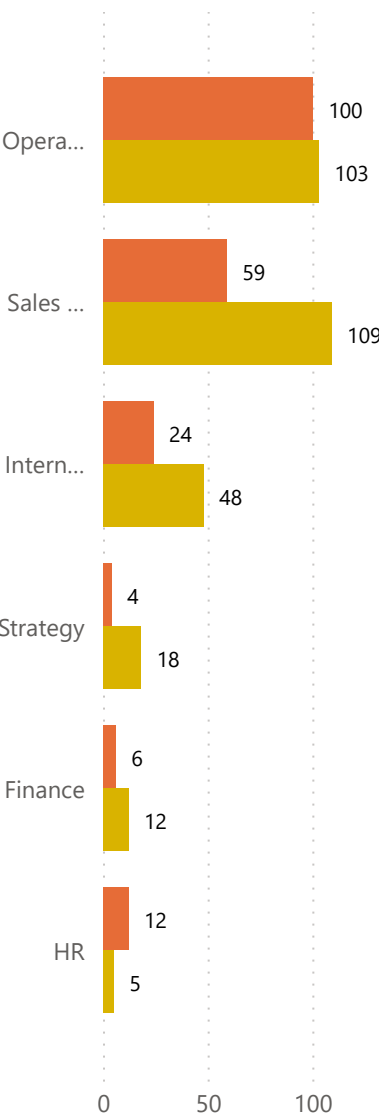
Department by Gender

● %GT # of males ● %GT # of females



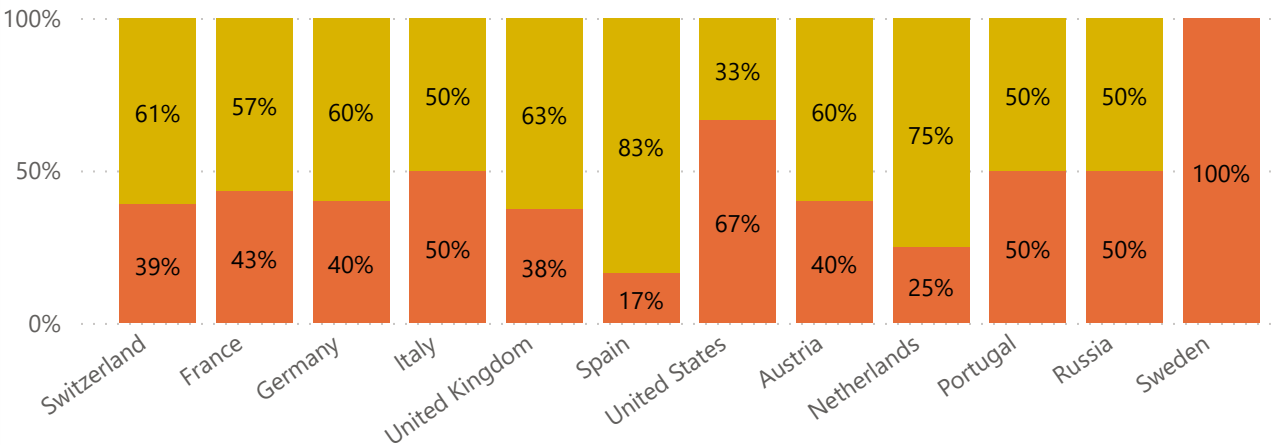
Last Department hiring

Gend... ● Female ● Male



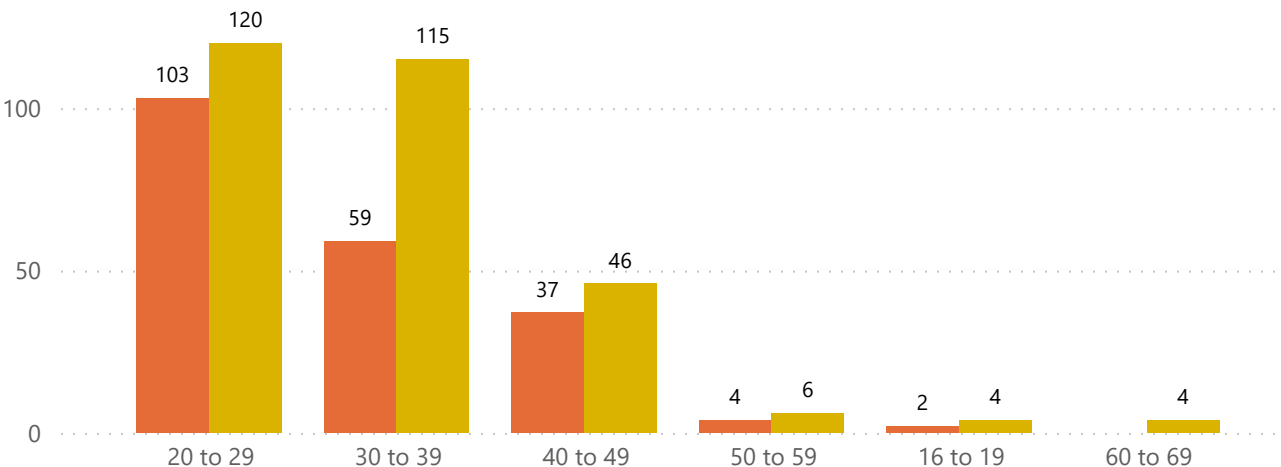
Gender by nationality

Gender ● Female ● Male



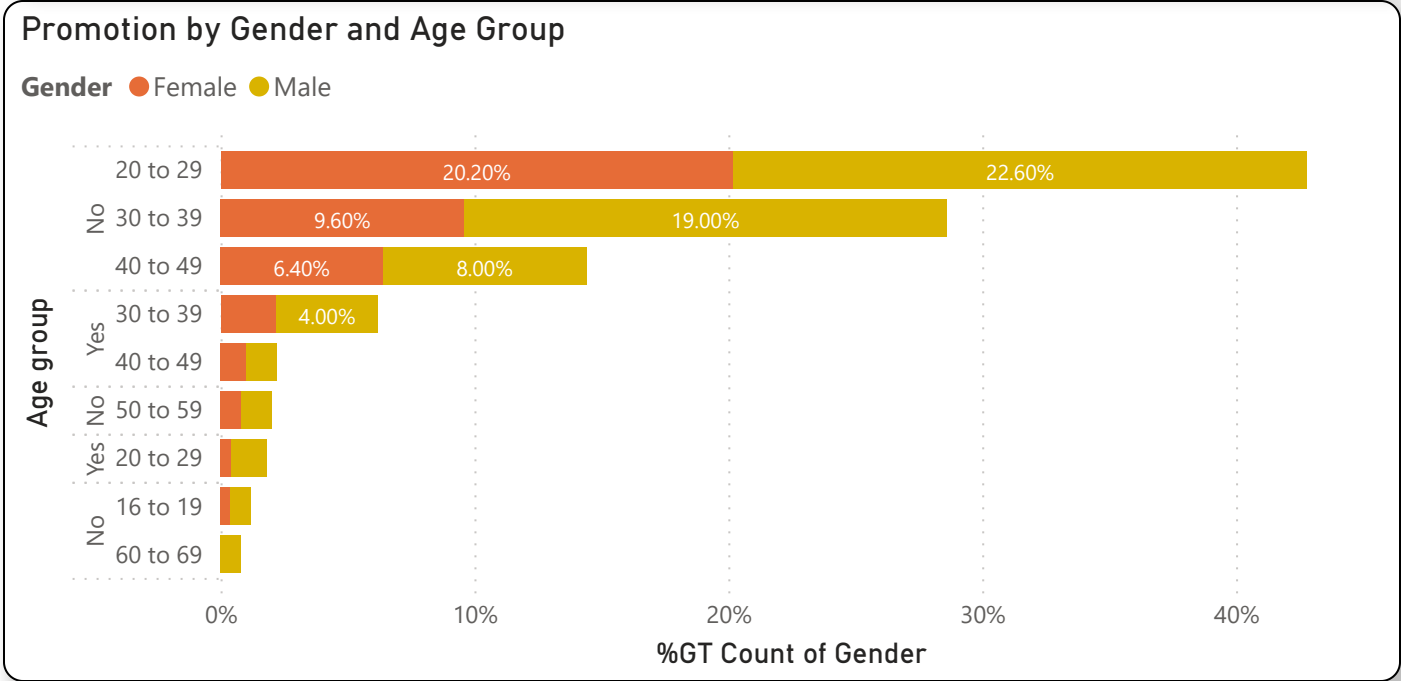
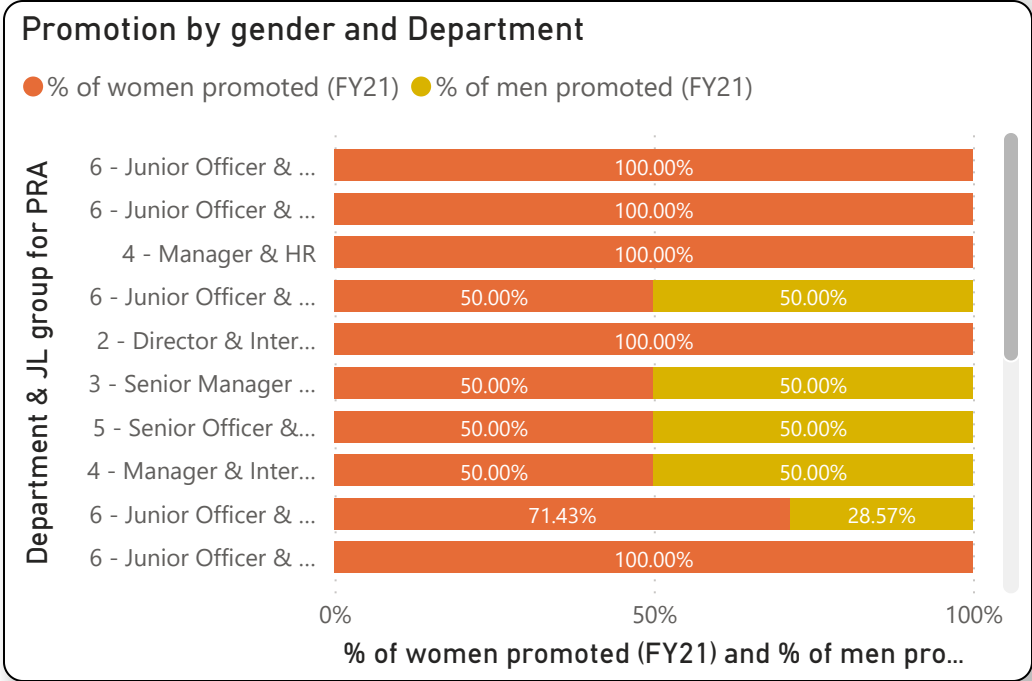
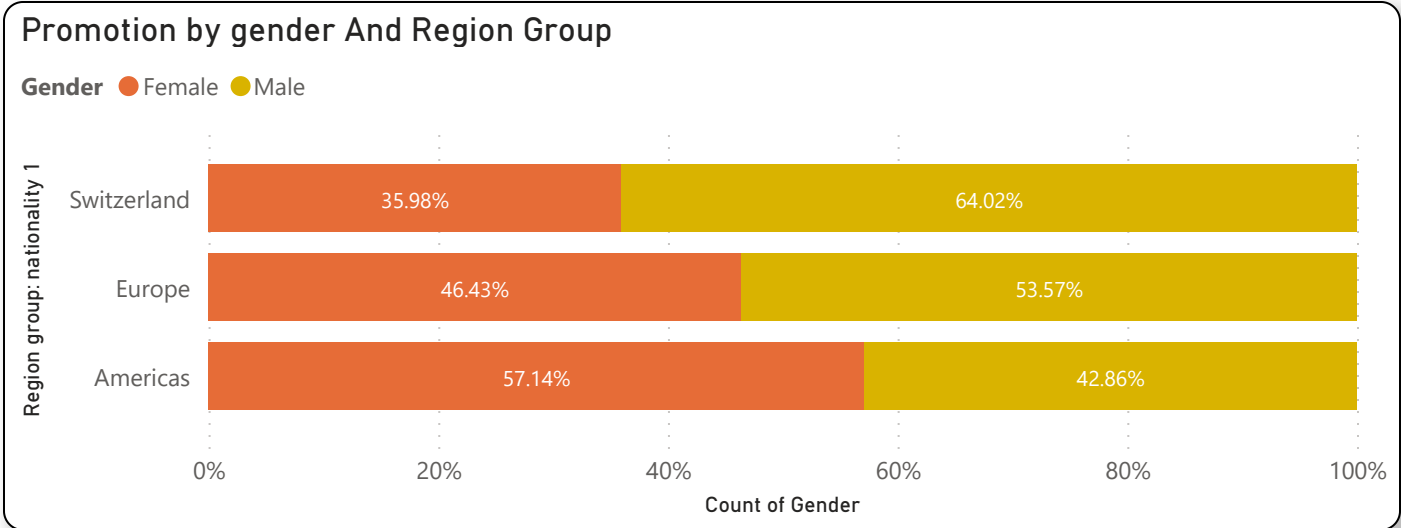
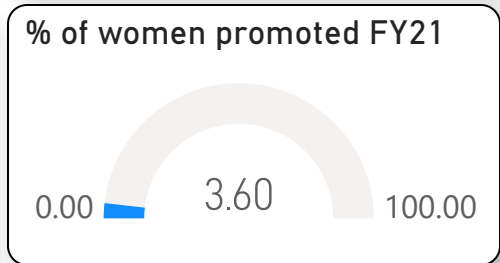
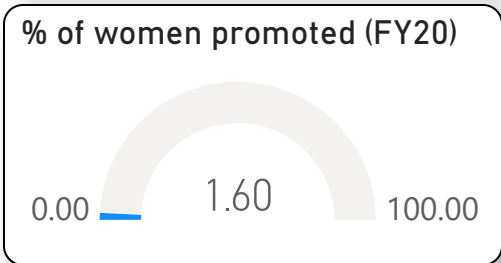
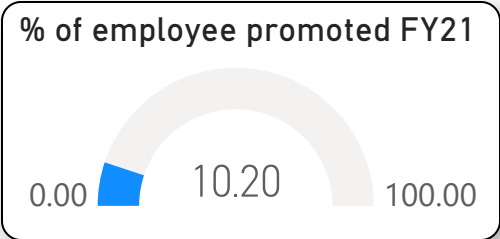
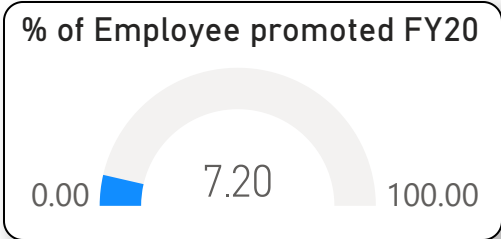
Age Group by gender

Gender ● Female ● Male





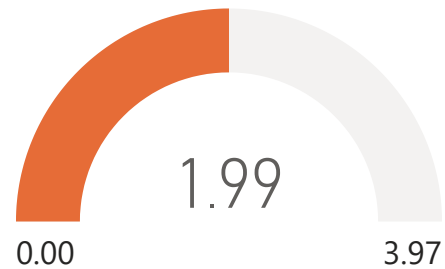
Promotion Opportunity



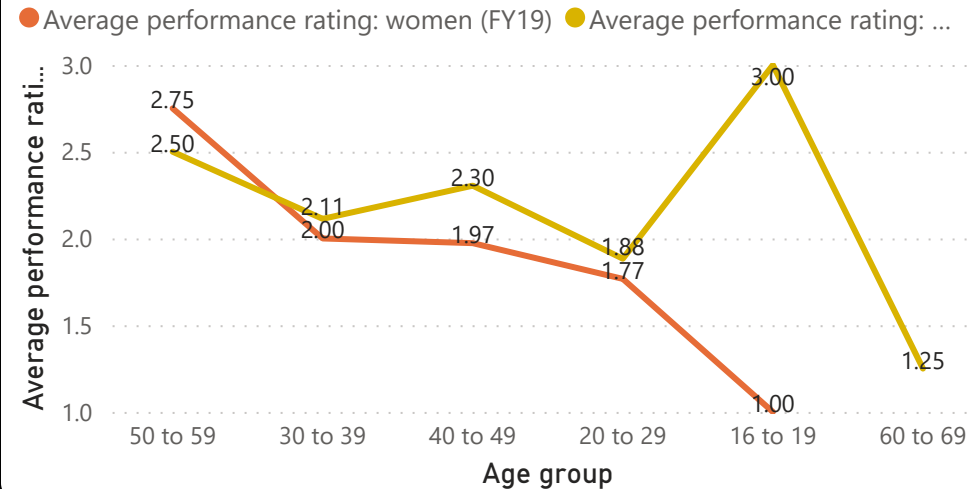


PERFORMANCE RATING

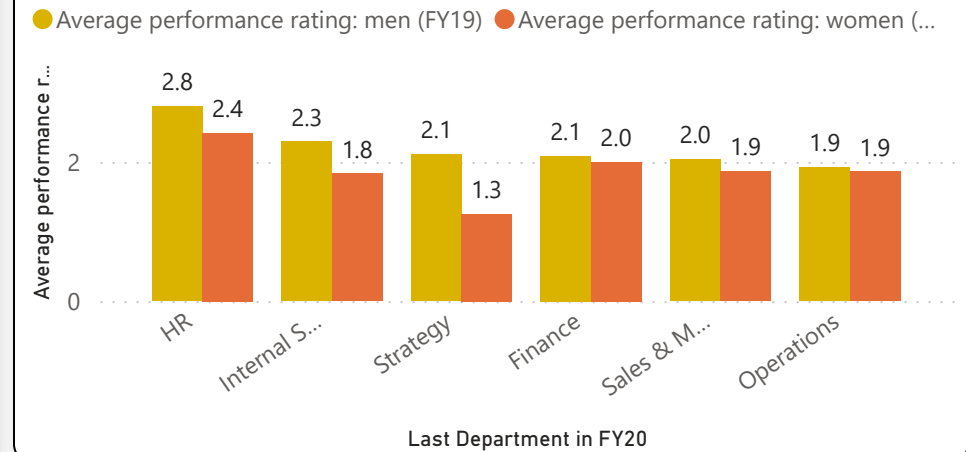
Average of FY19
Performance Rating



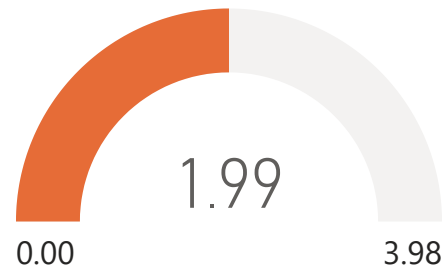
Average performance rating: women (FY19) and Average performance rating: men (FY19) by Age group



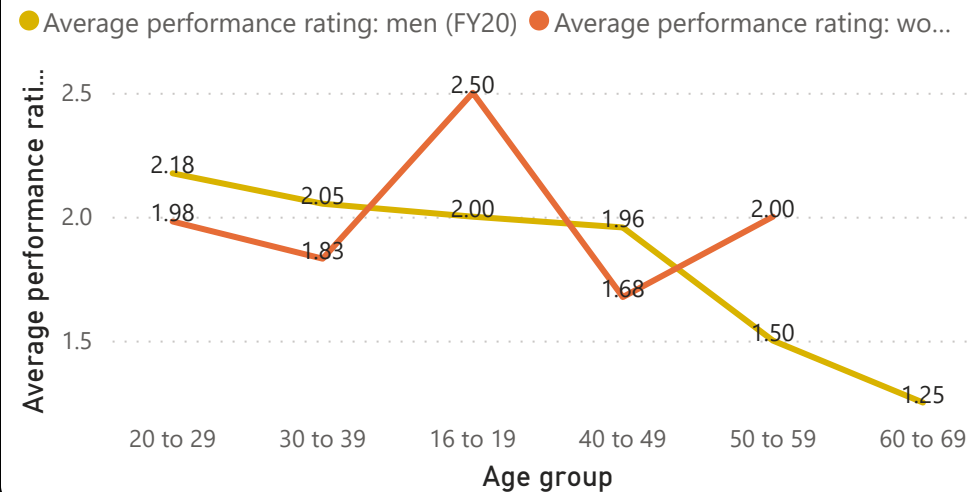
Average performance rating: men (FY19) and Average performance rating: women (FY19) by Last Department in FY20



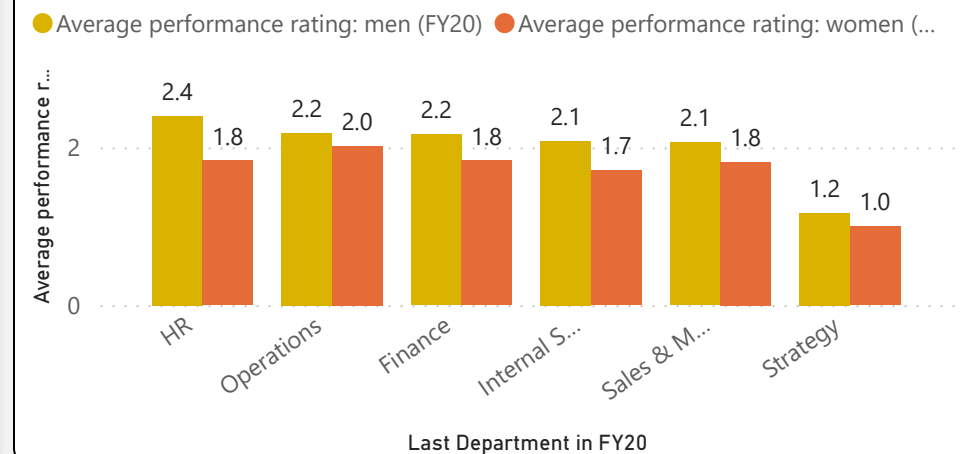
Average of FY20
Performance Rating



Average performance rating: men (FY20) and Average performance rating: women (FY20) by Age group



Average performance rating: men (FY20) and Average performance rating: women (FY20) by Last Department in FY20





Turnover Rate

Age group

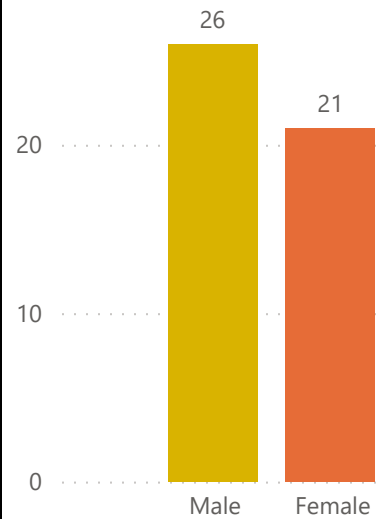
All

Turnover percentage



of leavers by Gender

Gender ● Male ● Female

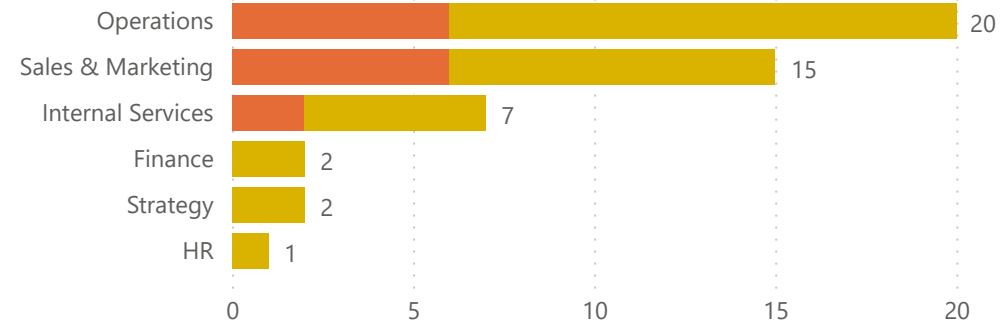


Department

All

of leavers by Last Department in FY20

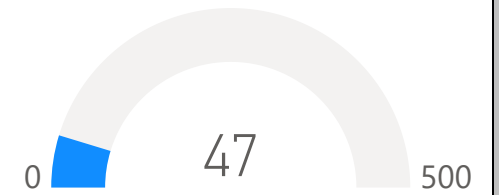
GENDER ● Female ● Male



Gender

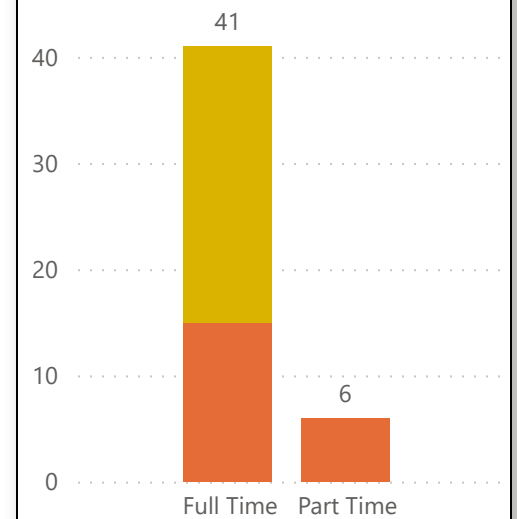
All

Leaver



of leavers by TIME TYPE

Gender ● Female ● Male



INSIGHTS

1. There is no women hires for executives position. (Hiring)
2. No women hires for age group of 50-59 and 60-69. (Hiring)
3. Only 1.60% (FY20) and 3.60% (FY21) women were promoted.
(Promotion)
4. Performance rating has reduced to 2.41 (FY20) from 2.57 (FY19)
(Performance)
5. The turnover rate is 9.40% with 26 men and 21 women.
(Turnover)