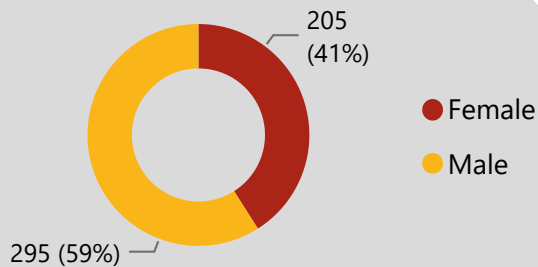




# diversity & inclusion

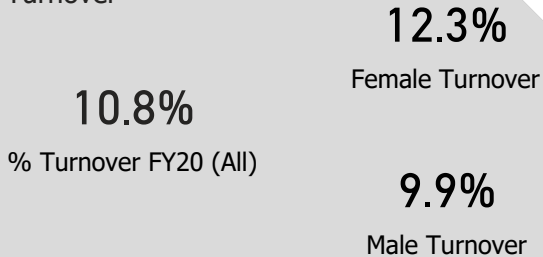
Staff composition (Female/Male)



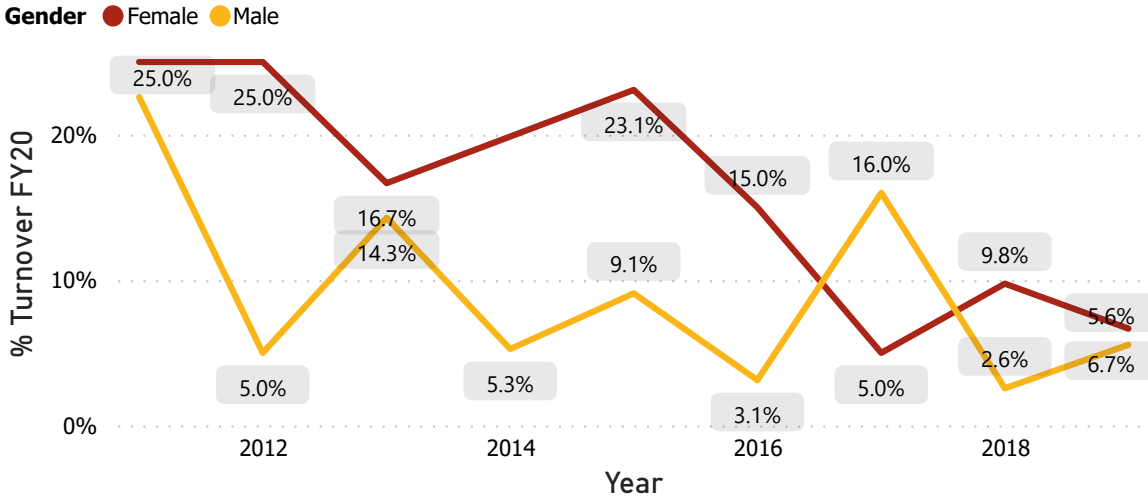
New Employees



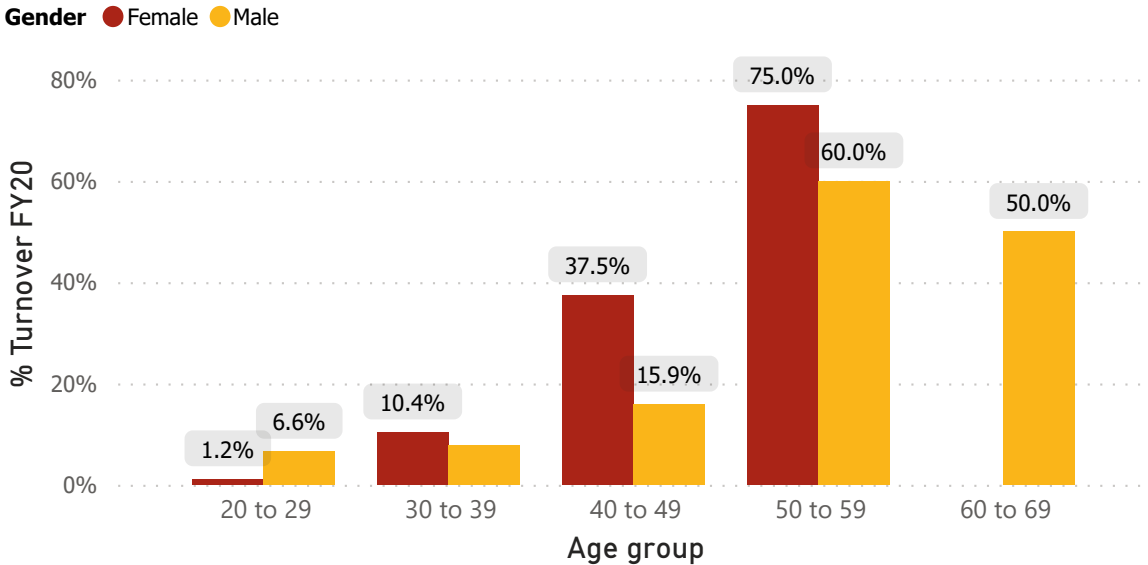
Turnover



Turnover by Hiring Year



% Turnover FY20 by Age group and Gender



% Turnover difference from Male

Attribute	% Diff
<b>Broad region group: nationality 1</b>	
Europe	-0.3%
Switzerland	-5.2%
<b>Department @01.07.2020</b>	
Finance	-10.9%
HR	20.0%
Internal Services	0.5%
Operations	1.2%
Sales & Marketing	-11.2%
Strategy	13.3%
<b>FY20 Performance Rating</b>	
2	-0.0%
3	3.7%
4	25.0%
<b>Job Level before FY20 promotions</b>	
1 - Executive	12.5%
2 - Director	-14.3%
3 - Senior Manager	-5.2%
4 - Manager	-8.0%
5 - Senior Officer	-15.3%
6 - Junior Officer	3.8%
<b>Last Department in FY20</b>	
Finance	-10.9%
HR	20.0%
Internal Services	0.5%
Operations	1.2%
Sales & Marketing	-11.2%
Strategy	13.3%
<b>Region group: nationality 1</b>	
Europe	-0.3%
Switzerland	-5.2%
<b>Time type</b>	
Full Time	-0.4%
Part Time	-23.1%