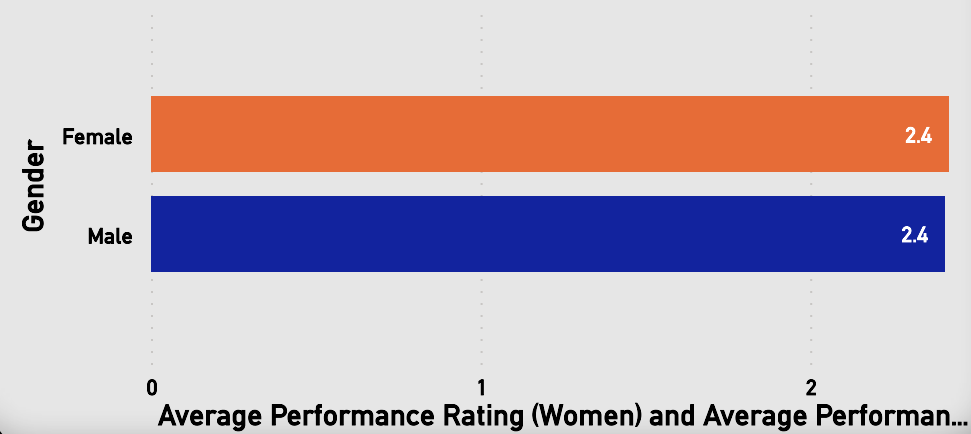


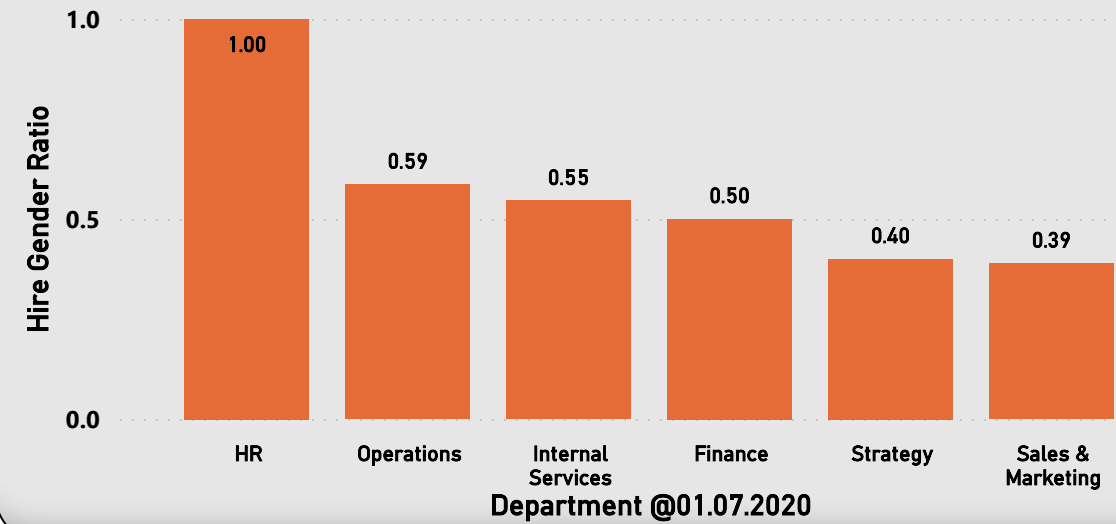
## DIVERSITY AND INCLUSION

### Performance Rate Disparity by Gender

● Average Performance Rating (Women) ● Average Performance Rating (Men)



### Gender ratio in hiring over time



Time... ▼

☐ Full Ti...

☐ Part T...

### Turnover by Gender

● Percentage of Female Employees Who Left ● Percentage of Male Employees Who Left



### Percentage of Women Promoted (FY21)



## **Potential Root Causes for Slow Progress:**

### **1 Bias in Hiring and Promotion Practices:**

- . Unconscious bias in decision-making processes during hiring and promotions may favor certain genders, hindering diversity progress.**

### **2 Lack of Gender Diversity Awareness and Training:**

- . Employees and decision-makers may not be adequately trained or aware of the importance of gender diversity and inclusion, leading to unintentional biases.**

### **3 Inadequate Leadership Commitment:**

- . The executive leadership may not be fully committed to diversity and inclusion efforts, leading to a lack of role models and top-down support.**

### **4 Limited Pipeline of Female Talent:**

- . A shortage of qualified female candidates in the talent pipeline for executive roles may limit promotion opportunities.**

### **5 Inequitable Performance Evaluations:**

- . Gender-based disparities in performance evaluations could lead to unequal opportunities for growth and promotion.**

### **6 Workplace Culture Issues:**

- . A workplace culture that is not inclusive or welcoming to diverse talent can deter women from pursuing leadership roles.**

### **7 Lack of Data-Driven Decision-Making:**

- . The absence of data-driven insights and analytics may hinder the identification of problem areas and potential solutions.**

### **8 Retention Challenges:**

- . High turnover rates among women may indicate issues related to job satisfaction, work-life balance, or career advancement opportunities.**