PhoneNow

pwc

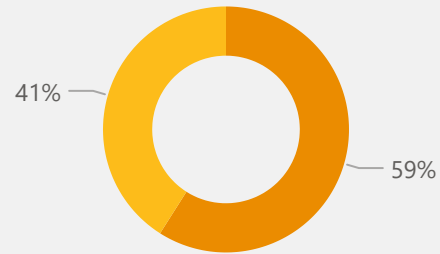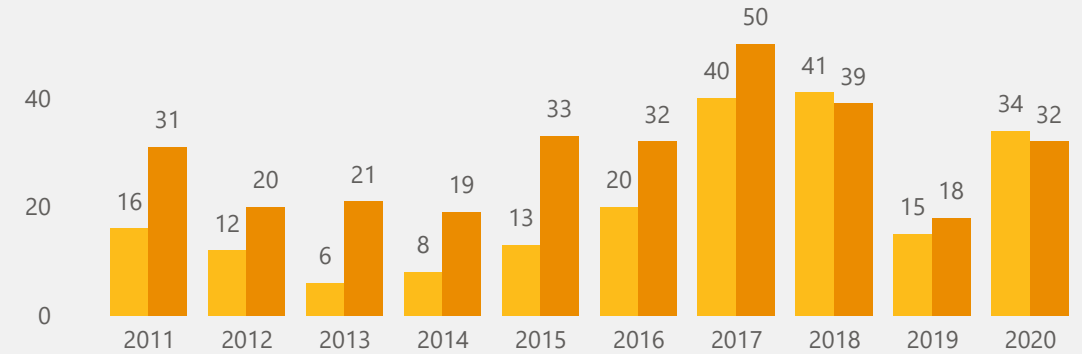| 500	22	31.97	4	2.41	2.42
Total Employees	Num of Nations	Average Age	Average Tenure	Men Performance	Women Performance

Employee By Gender

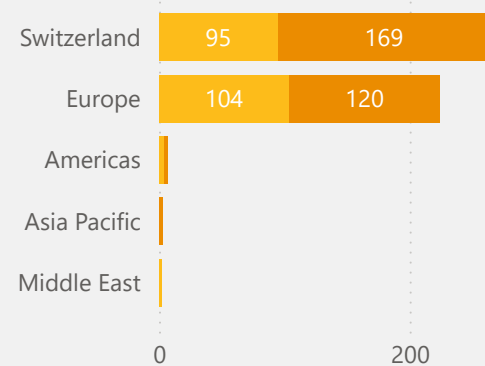● Male ● Female

41%

59%

Gender By Age Group

● Female ● Male

Age Group	Female	Male
16 to 19		
20 to 29	102	113
30 to 39	54	107
40 to 49	25	39
50 to 59		
60 to 69		

Hire By Year

● Female ● Male

Year	Female	Male
2011	16	31
2012	12	20
2013	6	21
2014	8	19
2015	13	33
2016	20	32
2017	40	50
2018	41	39
2019	15	18
2020	34	32
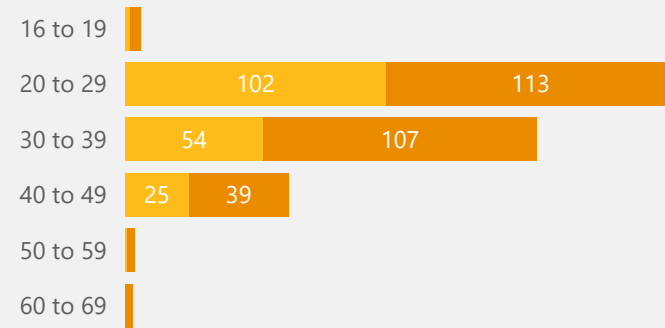
Employee By Region Group

● Female ● Male

Region	Female	Male
Switzerland	95	169
Europe	104	120
Americas		
Asia Pacific		
Middle East		

0 — 200

Employees By Job Level

● Female ● Male

Job Level	Female	Male
6 - Junior Officer	52%	48%
5 - Senior Officer	40%	60%
4 - Manager	34%	66%
3 - Senior Manager	15%	85%
2 - Director	13%	88%
1 - Executive	20%	80%

0% — 50% — 100%
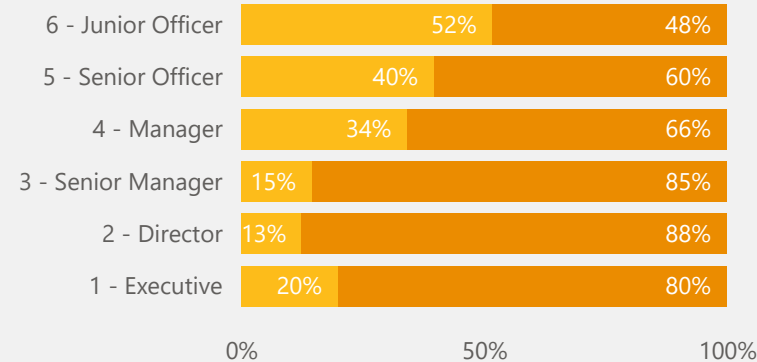
Employee and Average Age By Department

● Males ● Females ● Average Age

Department	Average Age
Operations	31
Sales & Marketing	31
Internal Services	33
HR	35
Finance	35
Strategy	40
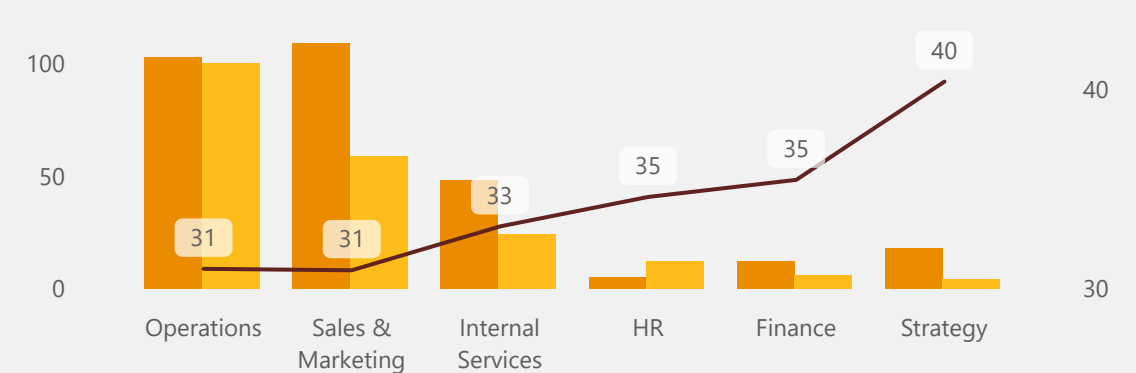
NEW HIRE FY20

500	13.20%	48.48%	51.52%
Total Employees	% New Hire	%Men Hired	%Women Hired

Region group
- [ ] Asia Pacific
- [ ] Europe
- [ ] Switzerland

New Hire By Nationality

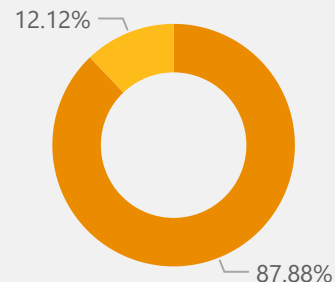| Nationality	Value
Switzerland	35
Germany	11
France	10
Italy	6
Austria	1
Greece	1
Japan	1
United Ki...	1
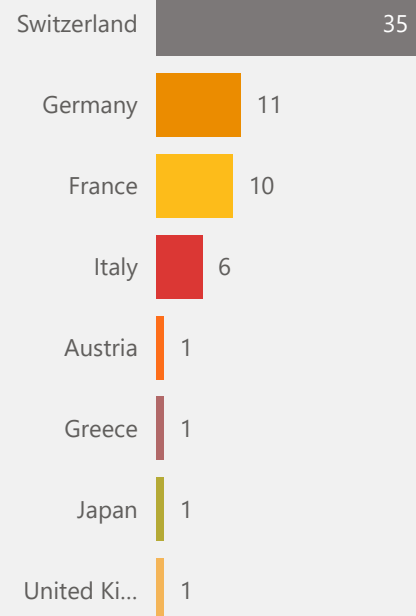
Hire By Gender
- Male
- Female

48.48%
51.52%
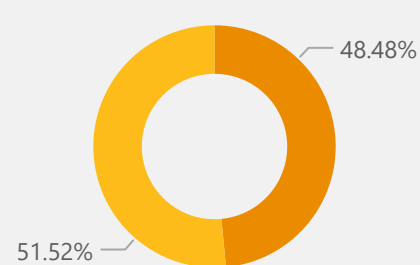
Time Type
- Full Time
- Part Time

12.12%
87.88%

Hire By Age
- Female
- Male

Age range	Female	Male
20 to 29	18	14
30 to 39	11	13
40 to 49	5	2
60 to 69		2
50 to 59		1
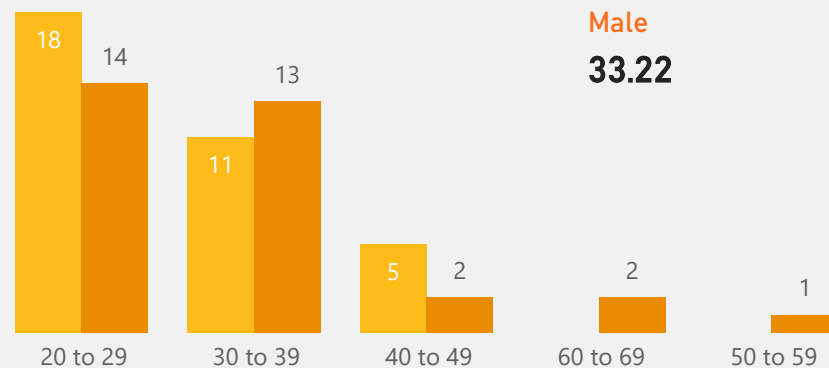
Average Age
Female
30.38
Male
33.22

Hire By Department
- Female
- Male
- Average Age
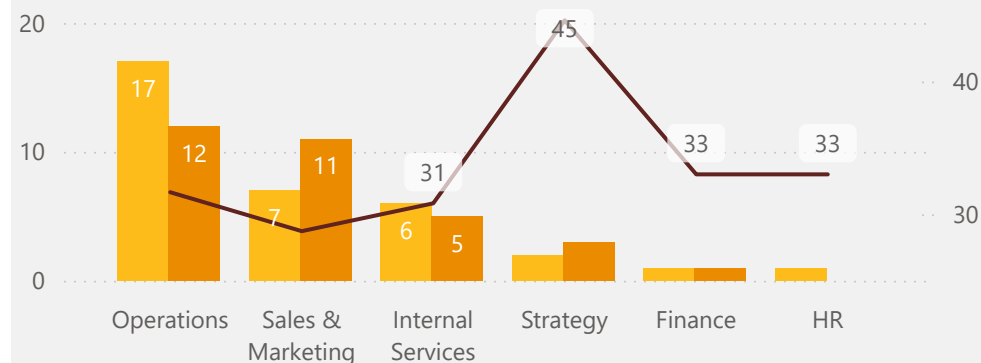
Department	Female	Male	Average Age
Operations	17	12	
Sales & Marketing	7	11	
Internal Services	6	5	31
Strategy			45
Finance			33
HR			33

Hire By Level
- Female
- Male
- Average Age

Level	Female	Male	Average Age
6 - Junior Officer	15	9	24
5 - Senior Officer	9	5	29
3 - Senior Manager	3	7	38
4 - Manager	6	4	36
1 - Executive		4	52
2 - Director		3	42

PhoneNow

pwc
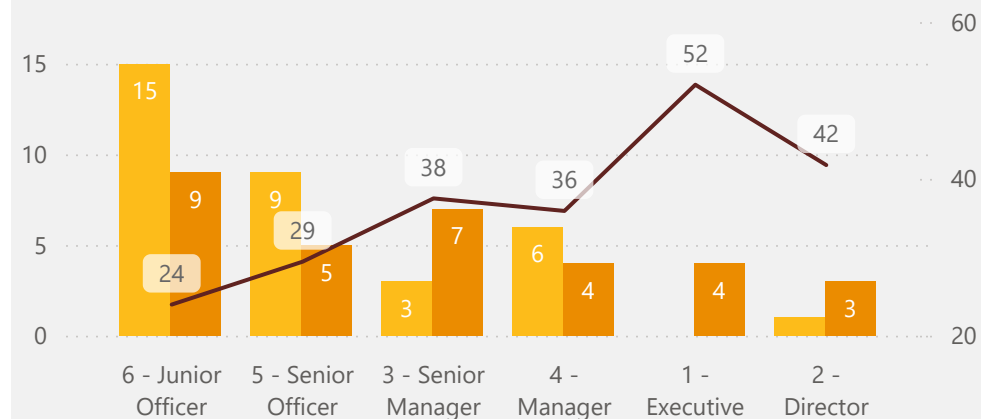
TURNOVER

10.06%	47	39.89	5	2.15
Turnover Rate	Number of Leavers	Average Age of Leavers	Average Tenure	Average Performance Rating

Region group
- ☐ Europe
- ☐ Switzerland
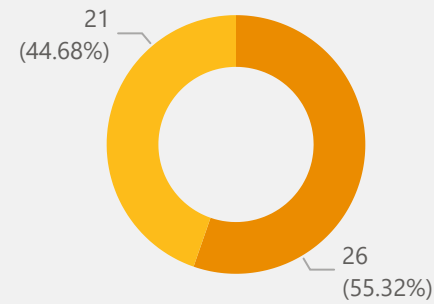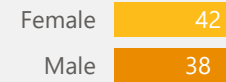
New Hire By Nationality

- Switzerland 27
- France 7
- Italy 5
- Germany 4
- Netherlands 1
- Russia 1
- Spain 1
- United Kin... 1
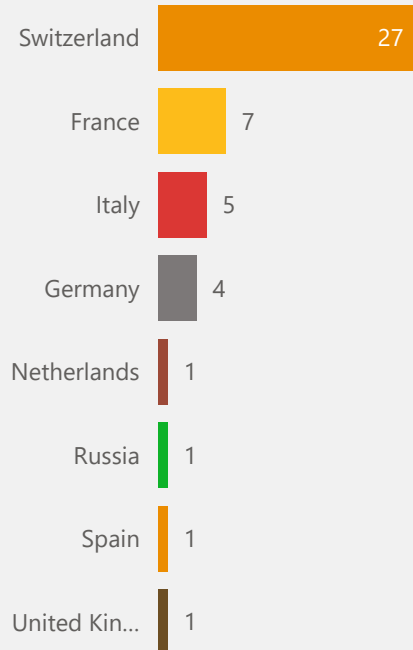
Leavers By Gender
● Male ● Female

21 (44.68%)
26 (55.32%)

Average Age
- Female 42
- Male 38

Average Tenure
- Male 4
- Female 3

Leavers and Tenure By Deparment
● Male ● Female ● Average of Years since last hire

- Operations: 11, 9, 5
- Sales & Marketing: 6, 9, 6
- Internal Services: 5, 4
- Finance: 7
- Strategy: 7
- HR: 4
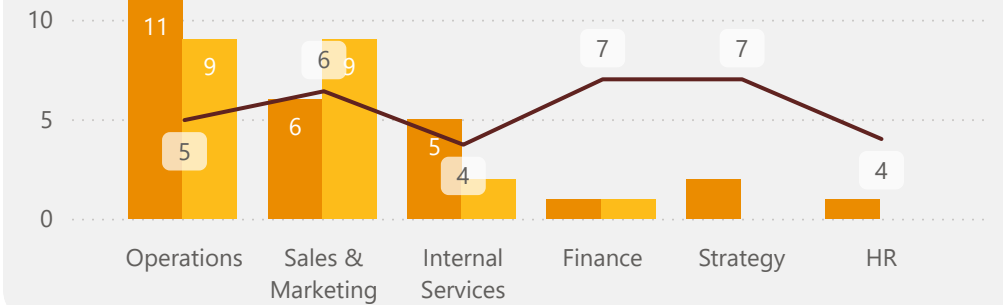
Leavers By Age Group
● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69

- Operations: 3, 4, 9, 4
- Sales & Marketing: 4, 1, 8, 1, 1
- Internal Services: 1, 4, 1, 1
- Finance: 1, 1
- Strategy: 2
- HR: 1
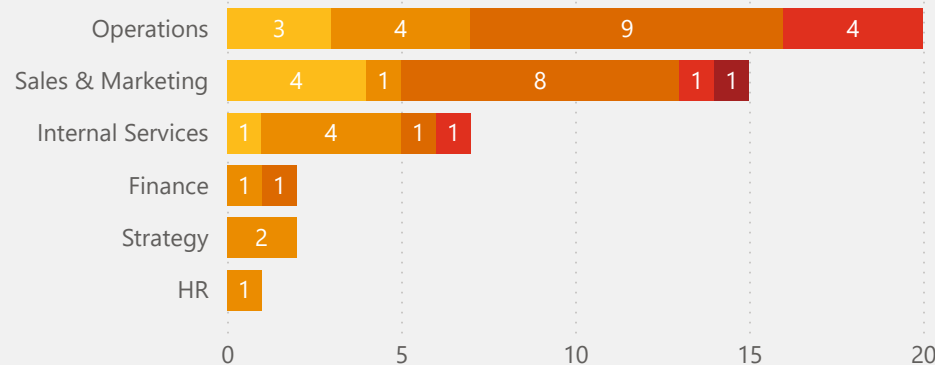
Leavers By Level
● Female ● Male ● Average of Age @01.07.2020

- 6 - Junior Officer: 7, 10, 36
- 5 - Senior Officer: 8, 4, 45
- 4 - Manager: 4, 4, 43
- 3 - Senior Manager: 4, 35
- 2 - Director: 3, 44
- 1 - Executive: 31

PhoneNow

PROMOTION
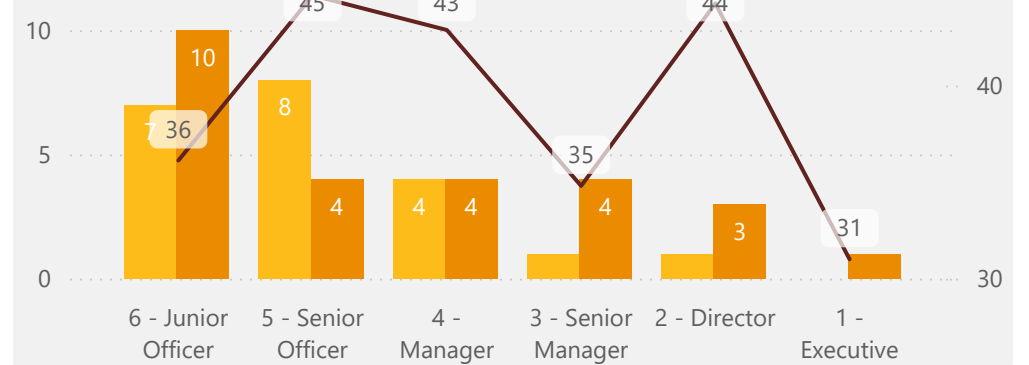
7.20%	13.56%	22.22%	35.29%
%Employee Promoted FY20	%Employee Promoted FY21	%Women promoted FY20	%Women promoted FY21

Region group
All

Nationality 1
All

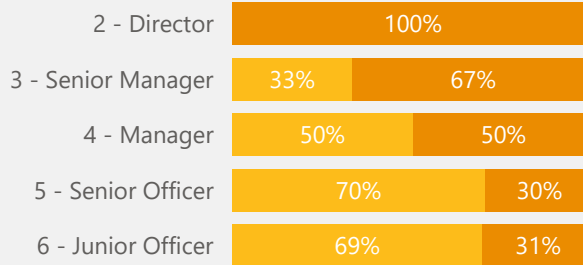### Promotion By Gender
● 2020 ● 2021

- Male: 28 / 33
- Female: 18
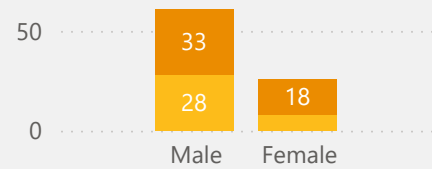
Employee Promoted By Age
● 2020 ● 2021

- 20 to 29
- 30 to 39: 19 / 31
- 40 to 49: 11
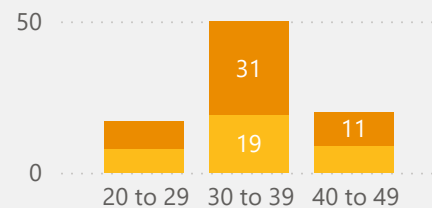
Performance Rating Before 2020 Promotion
Rating ● 1 ● 2

	1	2
2 - Director		100%
3 - Senior Manager	33%	67%
4 - Manager	50%	50%
5 - Senior Officer	70%	30%
6 - Junior Officer	69%	31%

Performance Rating Before 2021 Promotion
Rating ● 1 ● 2 ● 3

	1	2	3
2 - Director		50%	50%
3 - Senior Manager		100%	
4 - Manager	40%	60%	
5 - Senior Officer		80%	
6 - Junior Officer	17%	78%	
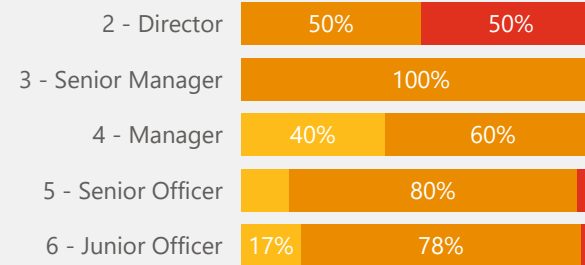
Job Level After 2020 Promotion
● Female ● Male

	Female	Male
1 - Executive		100%
2 - Director		100%
3 - Senior Manager		88%
4 - Manager		90%
5 - Senior Officer	46%	54%
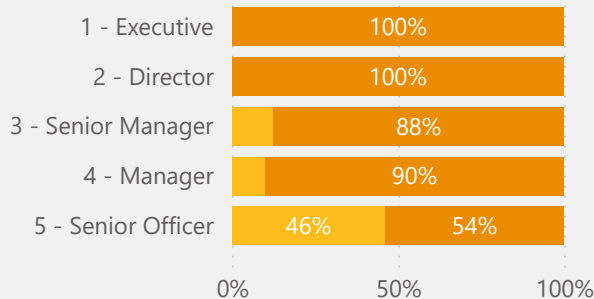
Job Level After 2021 Promotion
● Female ● Male

	Female	Male
1 - Executive	25%	75%
2 - Director	25%	75%
3 - Senior Manager	30%	70%
4 - Manager		87%
5 - Senior Officer	61%	39%
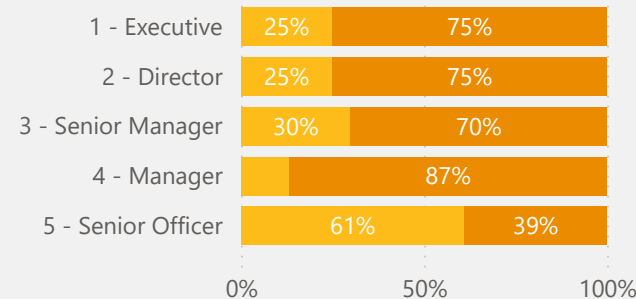
Employee Promoted By Department
● 2020 ● 2021

Department	2020	2021
Operations	16	16
Sales & Marketing	9	19
Finance	5	
Internal Services	5	8
Strategy		
HR		
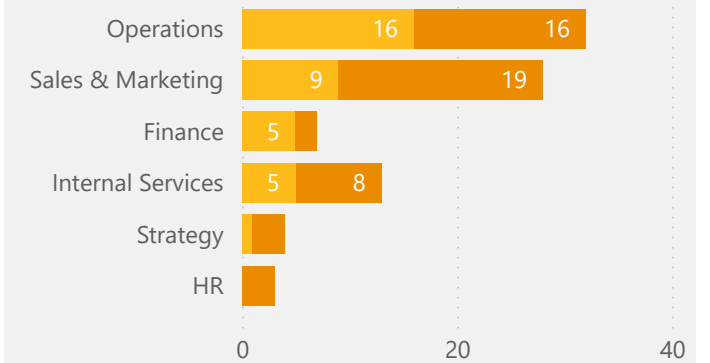
%Promotion By Tenure
● 2020 ● 2021