

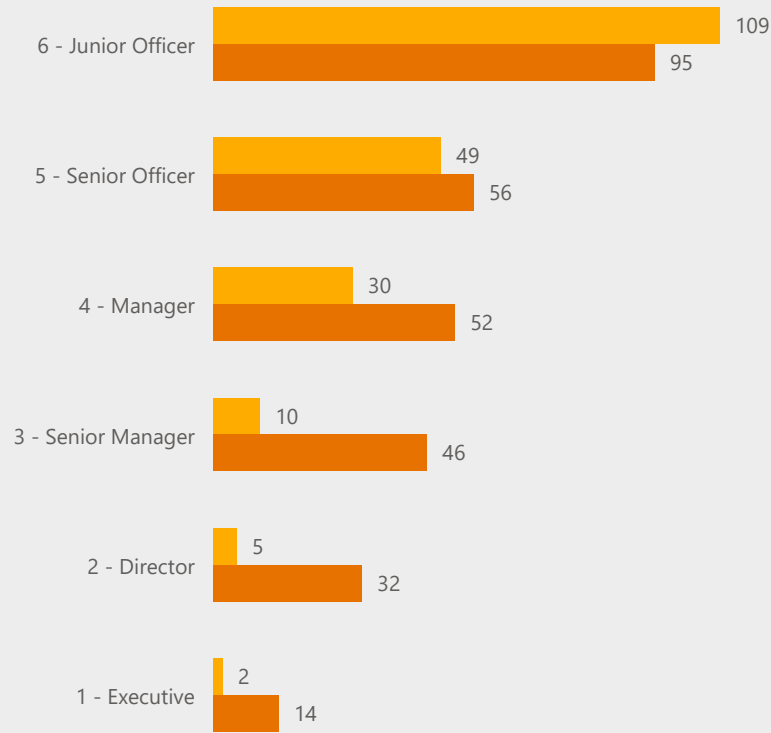
Pharma Group AG

Diversity & Inclusion



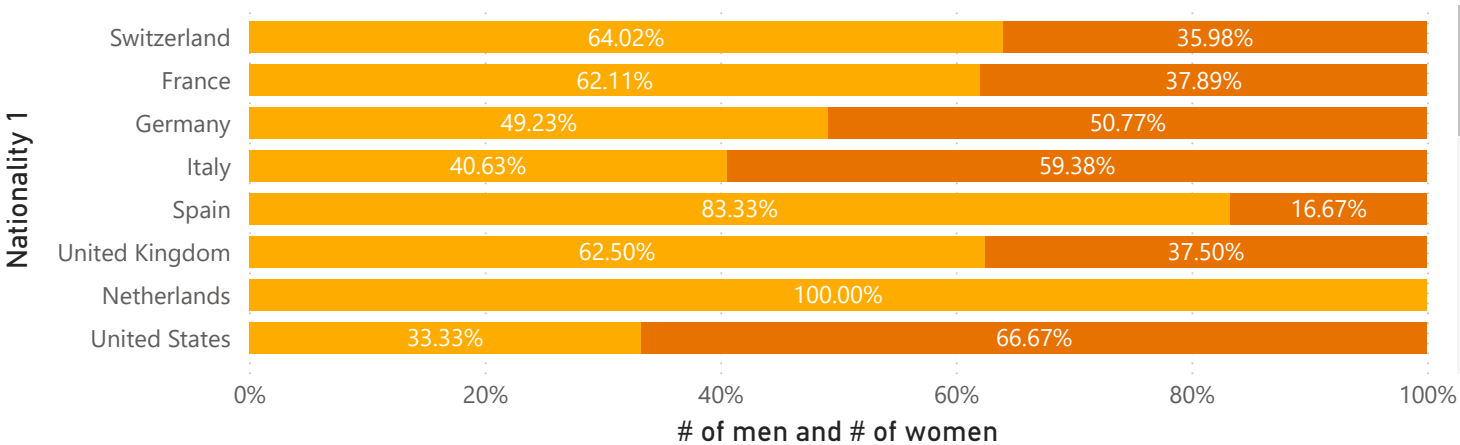
Hiring

Gender ● Female ● Male



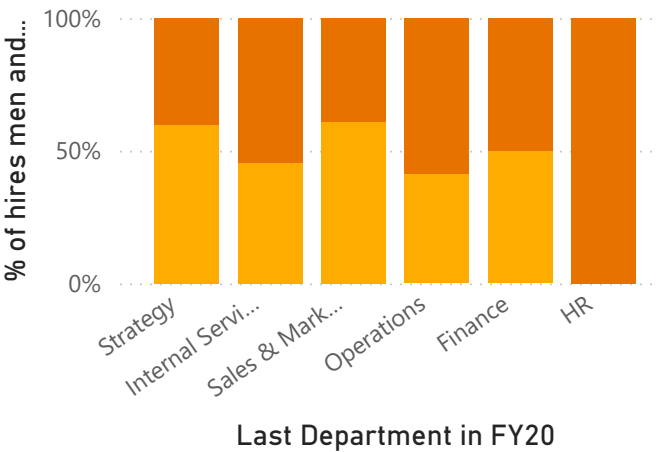
of men and # of women by Nationality

● # of men ● # of women



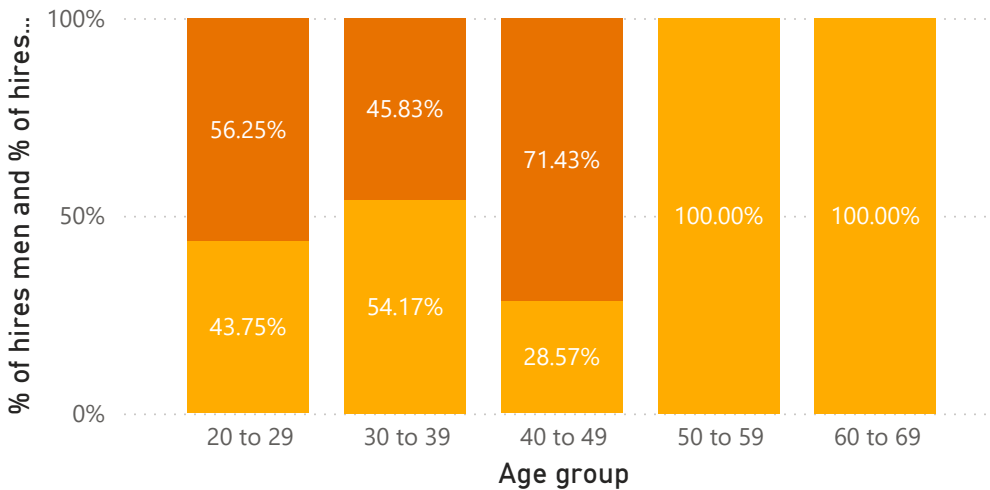
% of hires men and % of hires women by Last Department in FY20

● % of hires men ● % of hires women



% of hires men and % of hires women by Age group

● % of hires men ● % of hires women

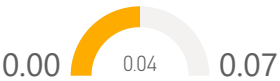


Promotion

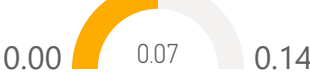
% of women promoted (FY20)



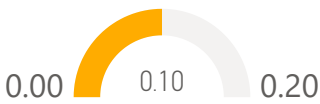
% of women promoted (FY21)



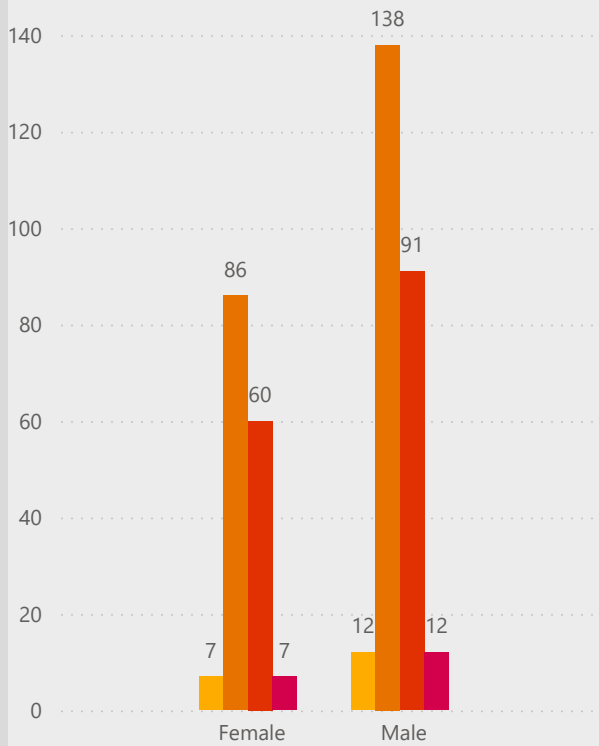
% employees promoted (FY20)



% employees promoted (FY21)

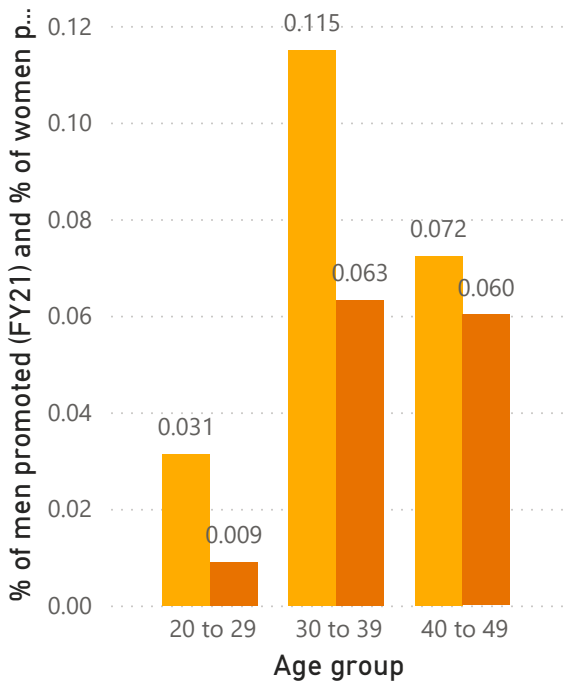


FY20 Per... 1 2 3 4



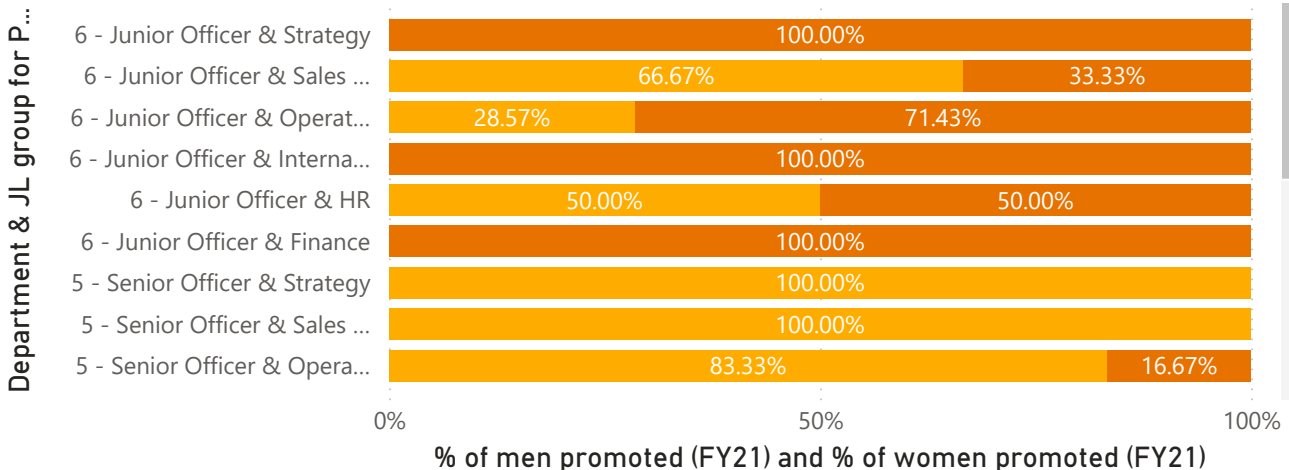
% employees promoted (FY21) by Age Group and Gender

% of men promoted (FY21) % of women promoted (FY21)

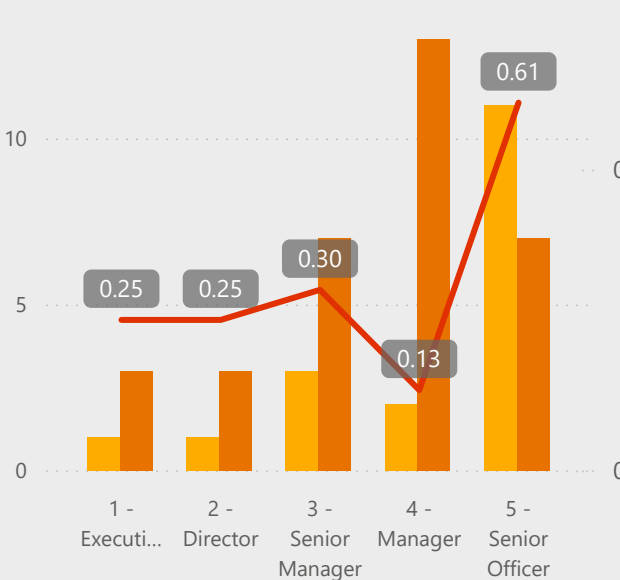


% of men promoted (FY21) and % of women promoted (FY21) by Department & JL group for PRA

% of men promoted (FY21) % of women promoted (FY21)

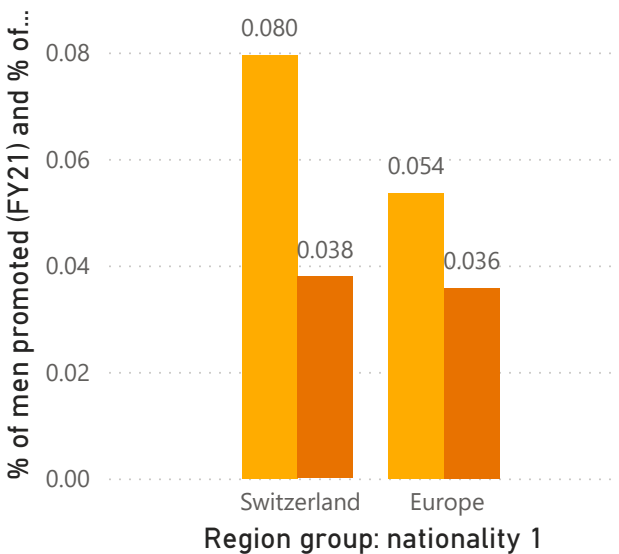


Gender Female Male % of women promotee



% employees promoted by Gender and Region Group

% of men promoted (FY21) % of women promoted (FY21)



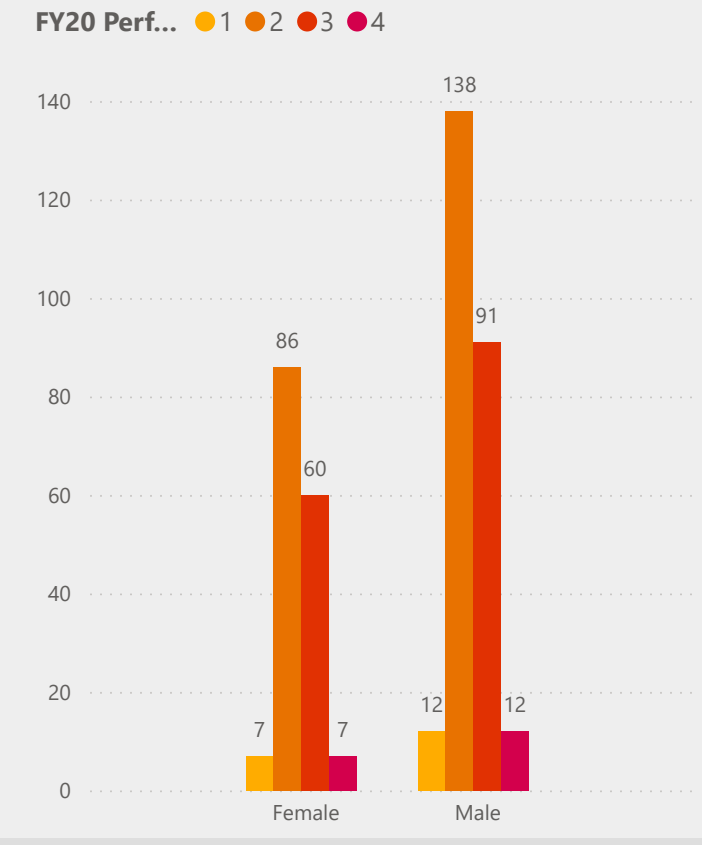
Performance Rating

2.41

Avg Rating Men

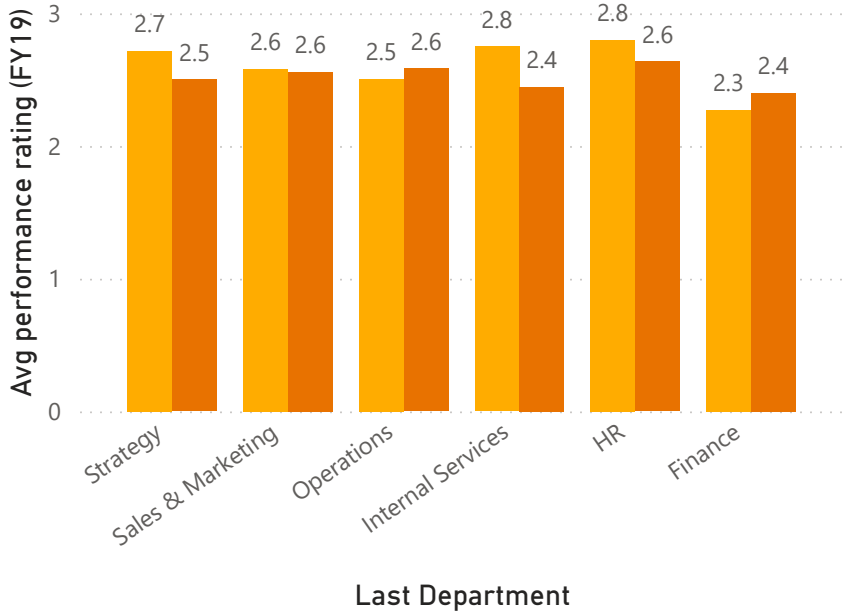
2.42

Avg Rating Women



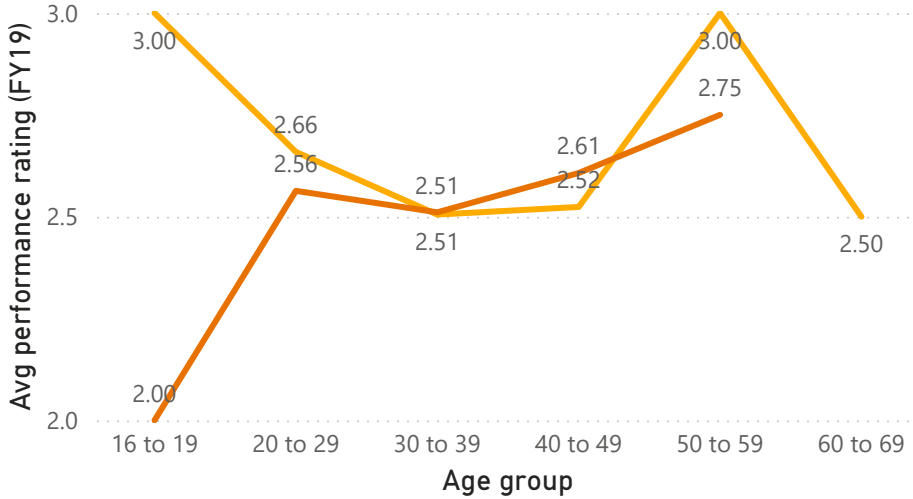
Average performance rating by gender and Last Department (FY19)

Average performance rating: men (FY19) Average performance rating: women (FY19)



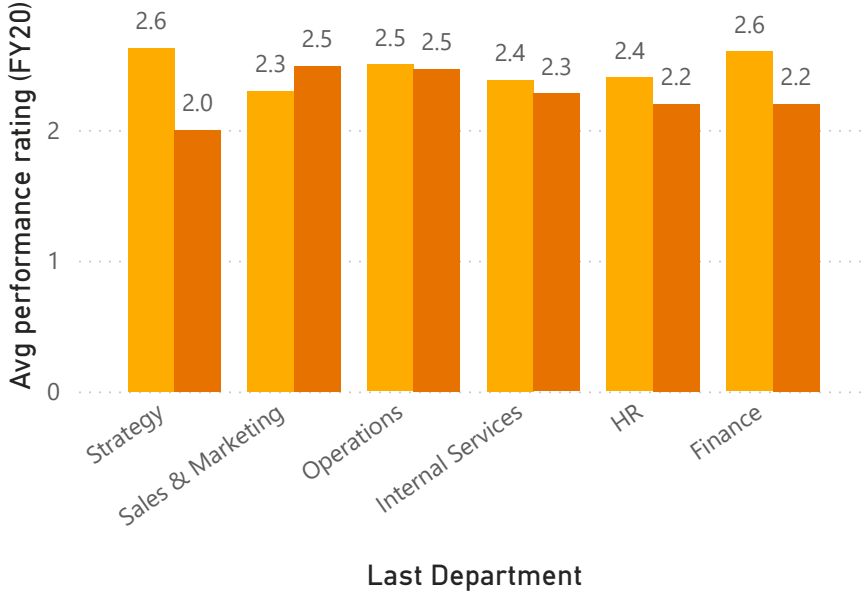
Average performance rating by Gender and Age group (FY19)

Average performance rating: men (FY19) Average performance rating: women (FY19)



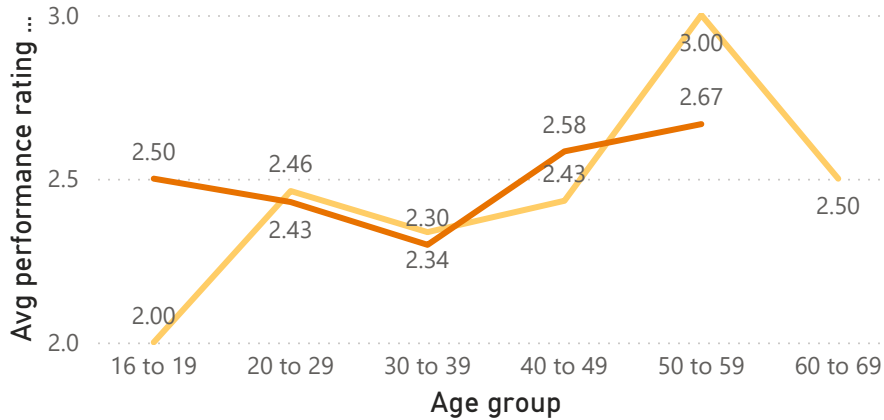
Average performance rating by gender and Last Department (FY20)

Average performance rating: men (FY20) Average performance rating: women (FY20)



Average performance rating by Gender and Age group (FY20)

Average performance rating: men (FY20) Average performance rating: women (FY20)



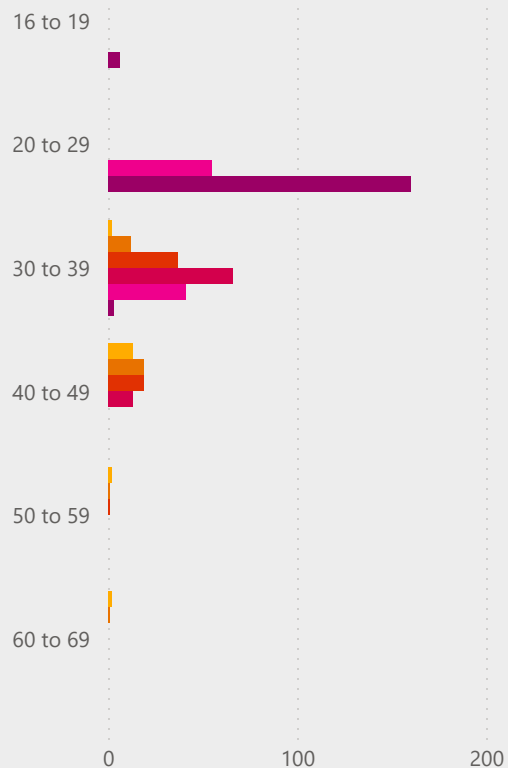
Turnover

223

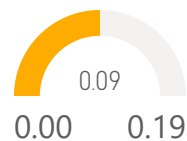
Employee from 20 to 29 Age Group

Job Level after...

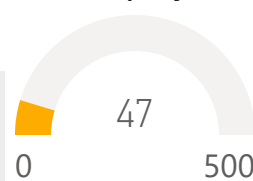
- 1 - Executive
- 2 - Director
- 3 - Senior M...
- 4 - Manager
- 5 - Senior Of...
- 6 - Junior Of...



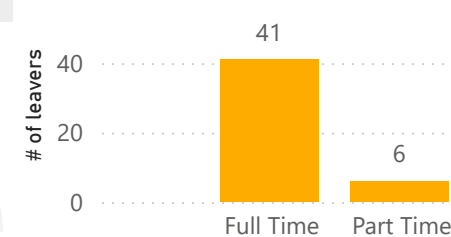
% turnover



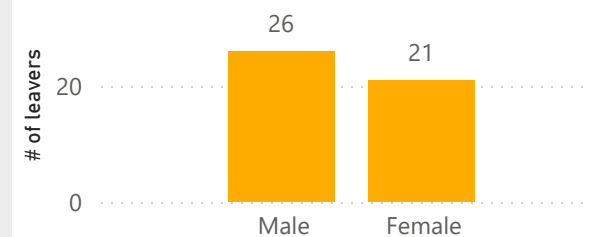
of leavers and # of employee



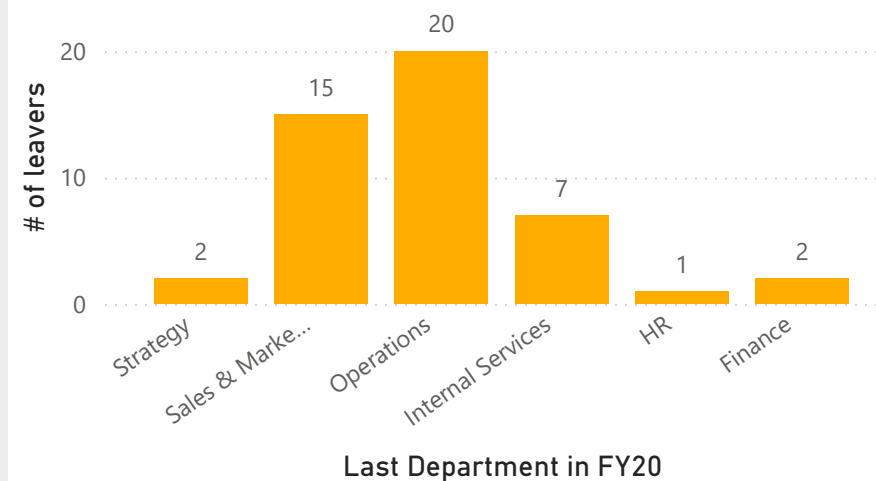
of leavers by Time type



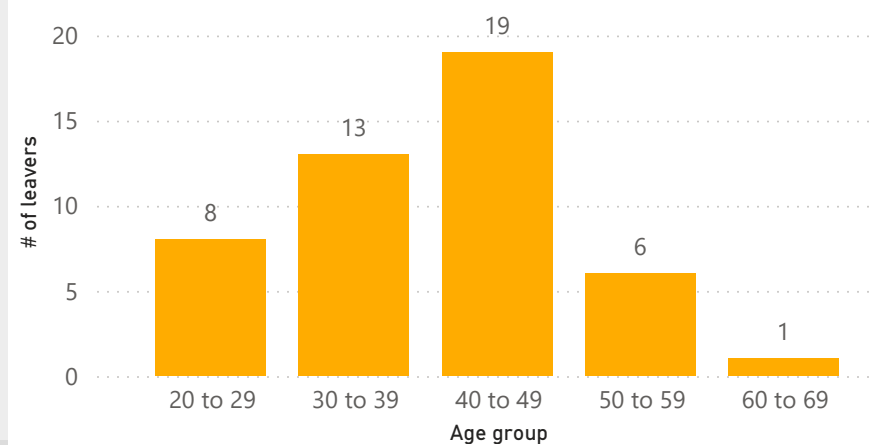
of leavers by Gender



of leavers by Last Department in FY20



of leavers by Age group

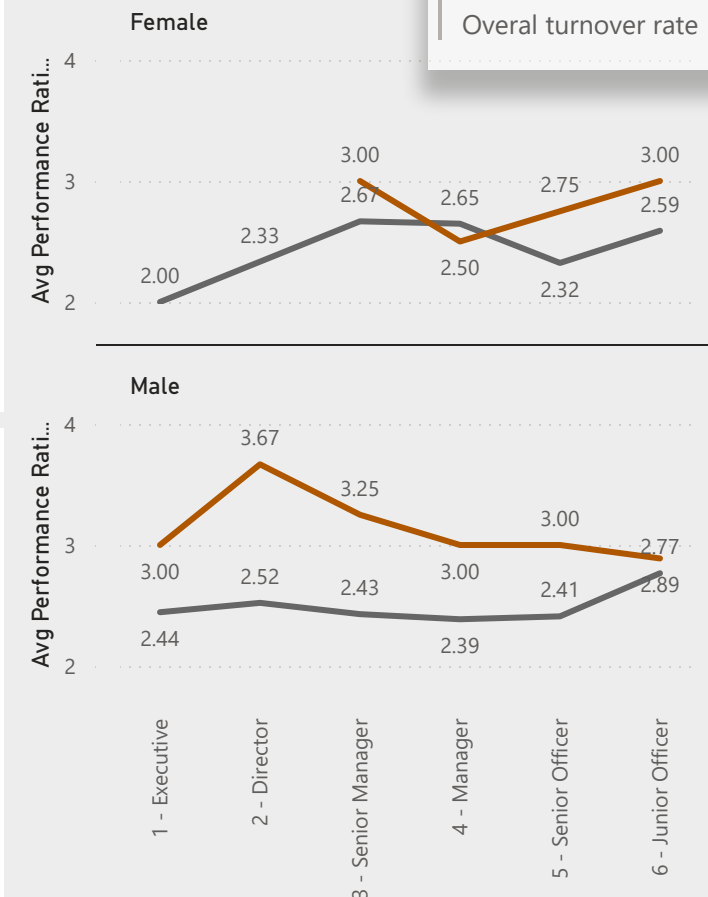


Turnover Rate (FY20)

Left this FY? ● No ● Yes

0.09

Overall turnover rate



Findings:

- 1.**Unconscious bias in hiring:** If the percentage of hires men is significantly higher than the percentage of hires women, it may indicate unconscious bias in the hiring process.
- 2.**Lack of opportunities for women:** If the percentage of women promoted is lower than the percentage of employees promoted, it may suggest that women are not being given equal opportunities for advancement. Only 1.60% (FY20) and 3.60% (FY21) women were promoted. (Promotion)
- 3.**Poor employee retention:** A high percentage turnover rate may indicate issues with employee satisfaction, engagement, or compensation.
- 4.**Performance biases:** If there are significant differences in average performance ratings between men and women, it may indicate biases in the performance evaluation process.
- 5.Performance rating of men has reduced from 2.75 (FY19) to 2.67 (FY20) (Performance)
- 6.The turnover rate is 9.40% with 26 men and 21 women. (Turnover)