



Diversity and Inclusion

New Hires

2020

2021

Others





Diversity and Inclusion of New Hires



205

of women

295

of men

59%

% of hires men

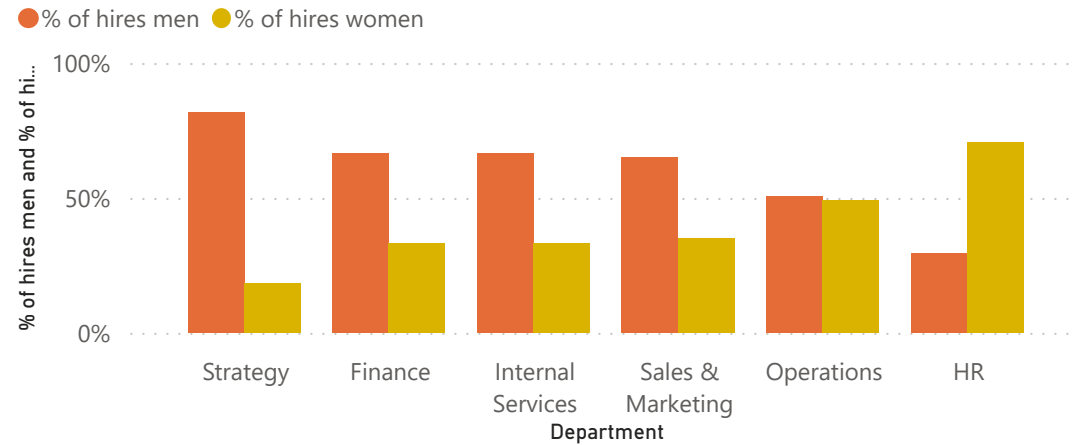
41%

% of hires women

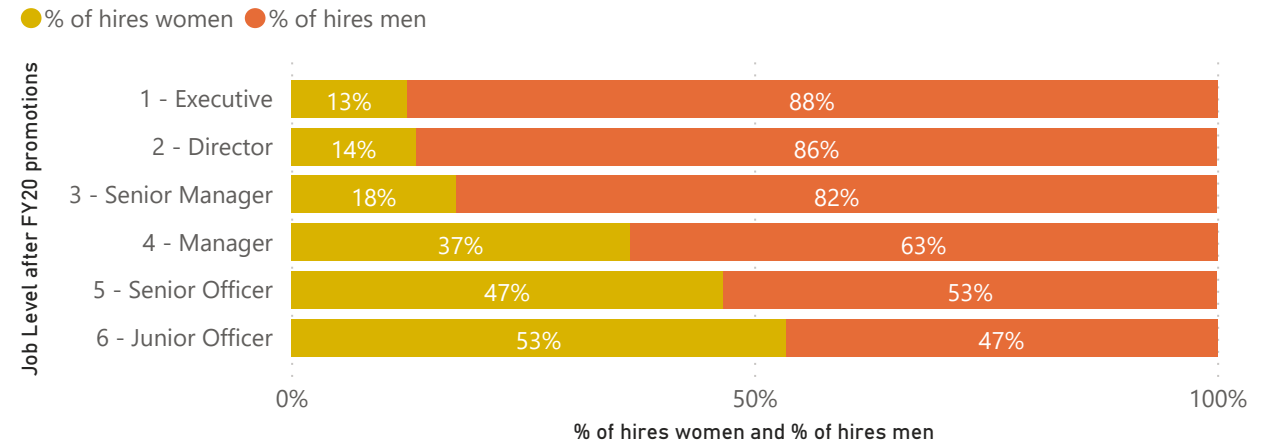
500

Total People

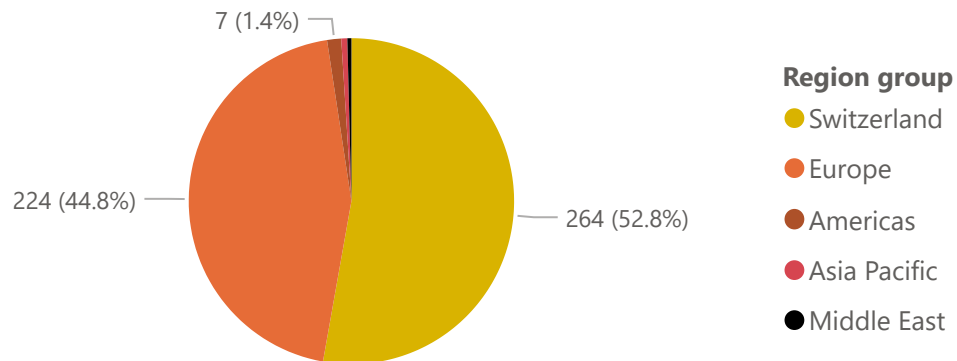
Percentage of hires men and women by Department



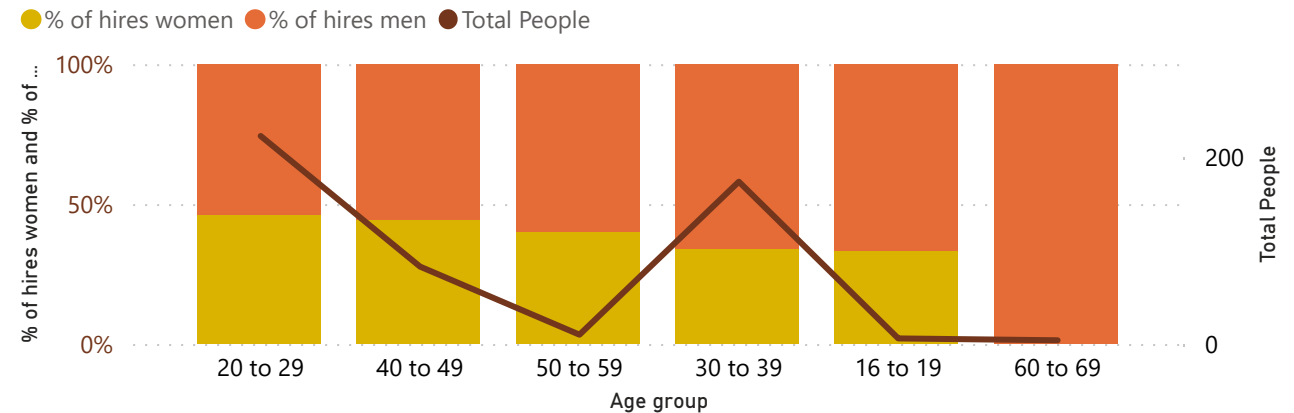
Percentage of hires men and women by Job Level



Total People by Region group



Percentage of hires men and women by age group





Diversity and Inclusion of employees in 2020



Job Level

All

Department

All

Region group

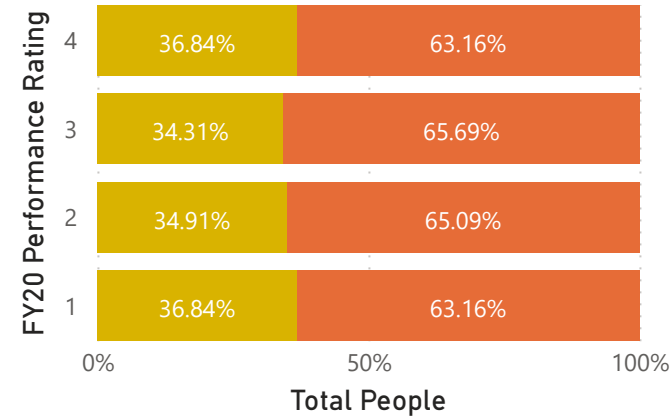
All

Time type

Full Time

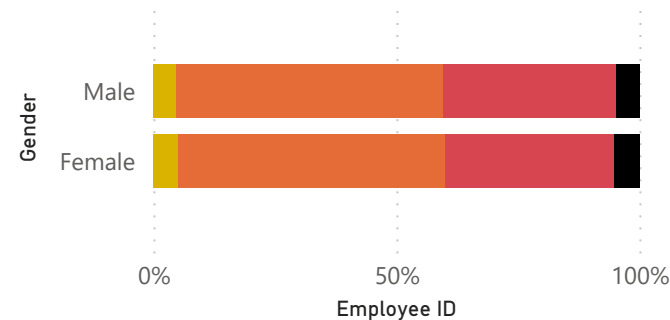
2020 Performance Rating by total people

Gender ● Female ● Male



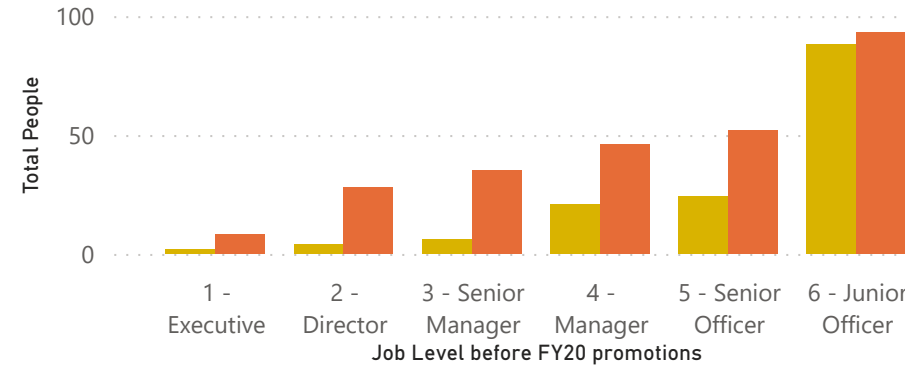
2020 Performance Rating by Gender

FY20 Perfor... ● 1 ● 2 ● 3 ● 4



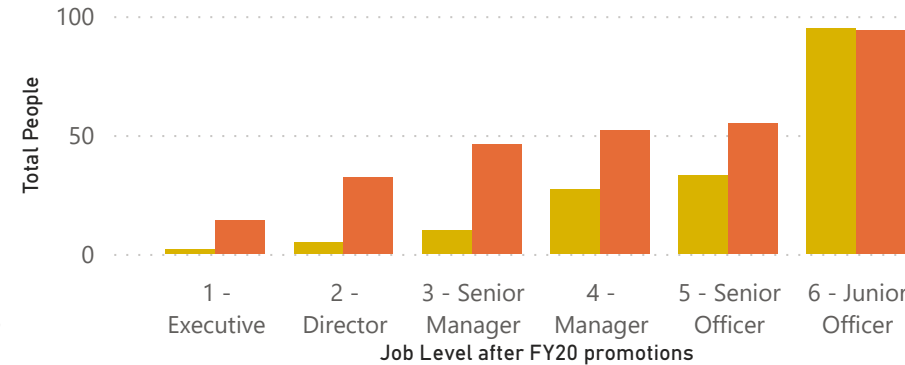
Total People by Job Level before FY20 promotions

Gender ● Female ● Male



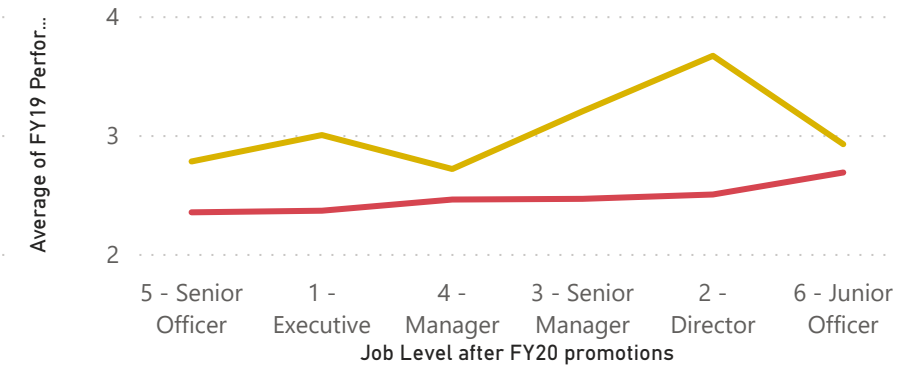
Total People by Job Level after FY20 promotions

Gender ● Female ● Male

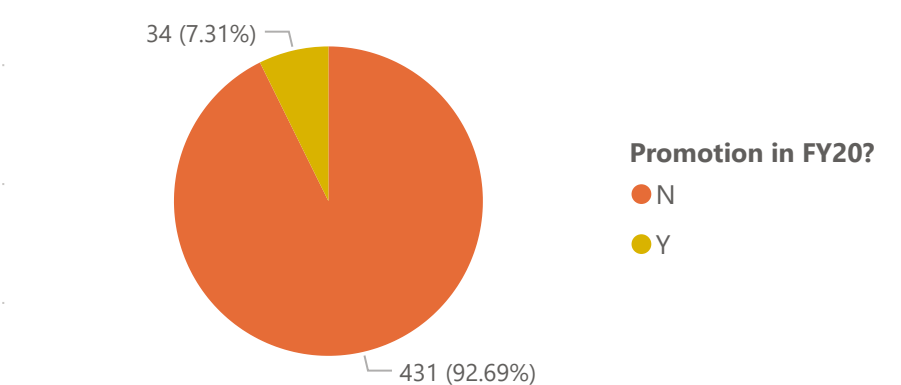


Turnover rate in 2020

FY20 leaver? ● Yes ● No



Total People by Promotion in 2020





Diversity and Inclusion of employees in 2021



Job Level

All

Department

All

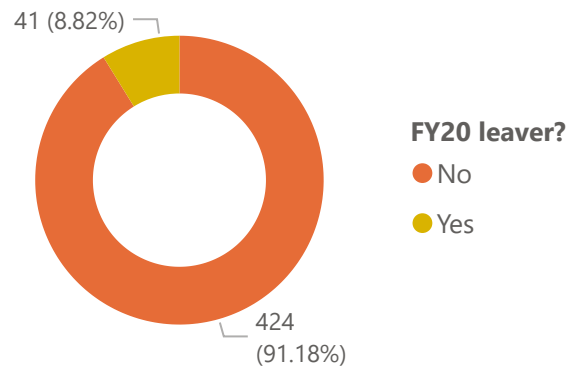
Region group

All

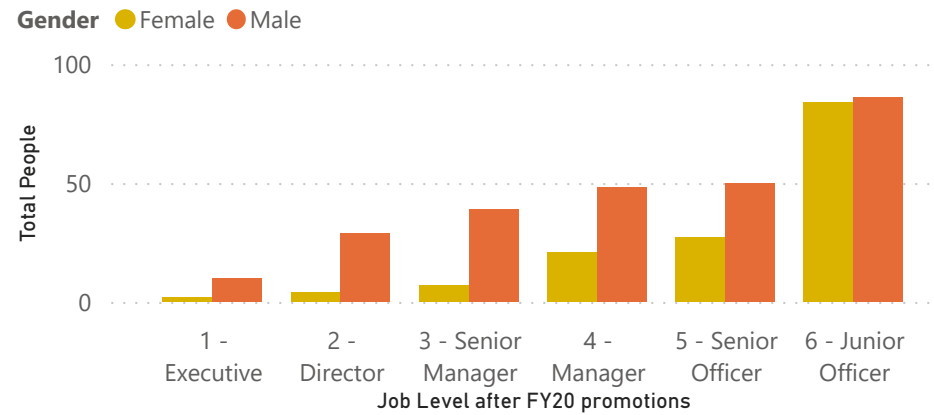
Time type

Full Time

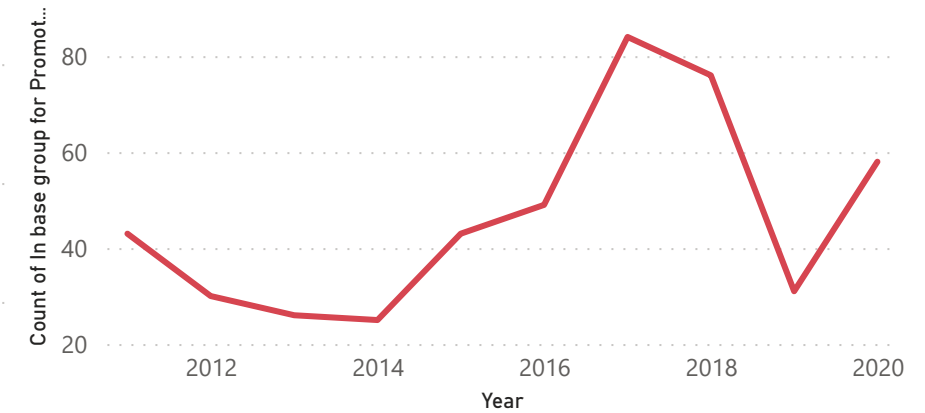
Total People leave in 2020



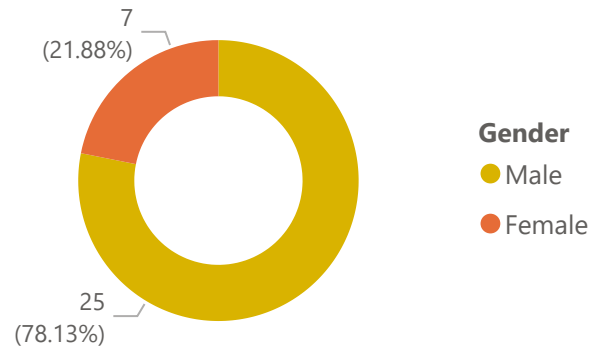
Total People by Job Level after FY20 promotions



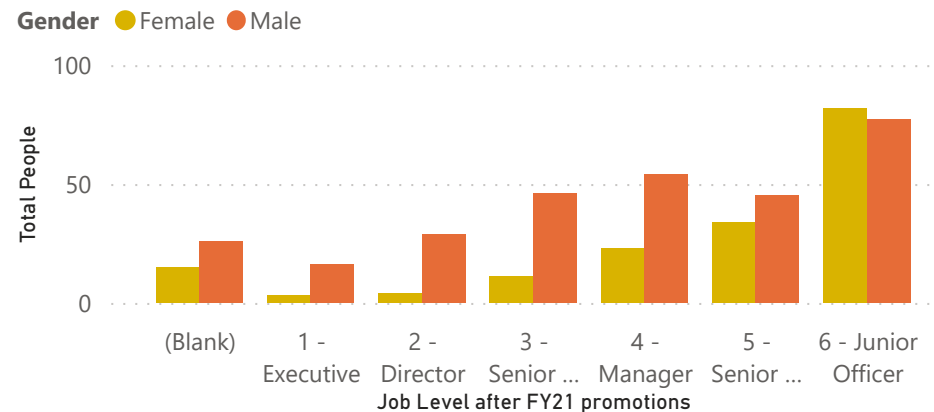
In base group for promotion in 2021



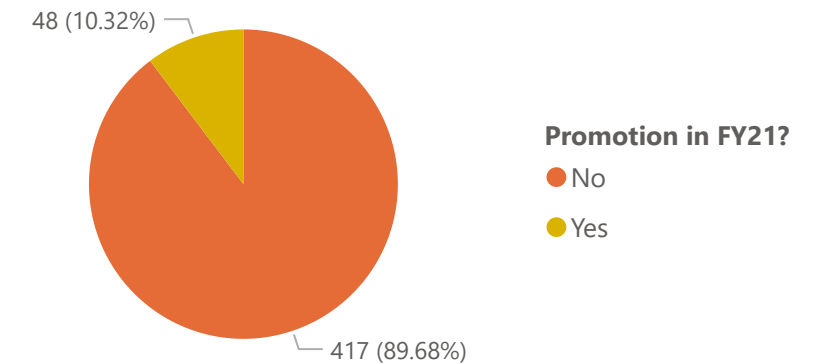
Total People leave



Total People by Job Level after FY21 promotions



Total People promoted in 2021





Diversity and Inclusion of employees in 2021



Job Level



All



Department



All



Region group



All



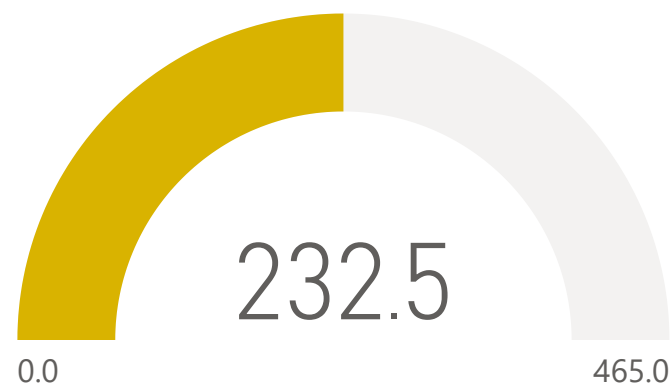
Time type



Full Time



2020 Performance Rating by total people

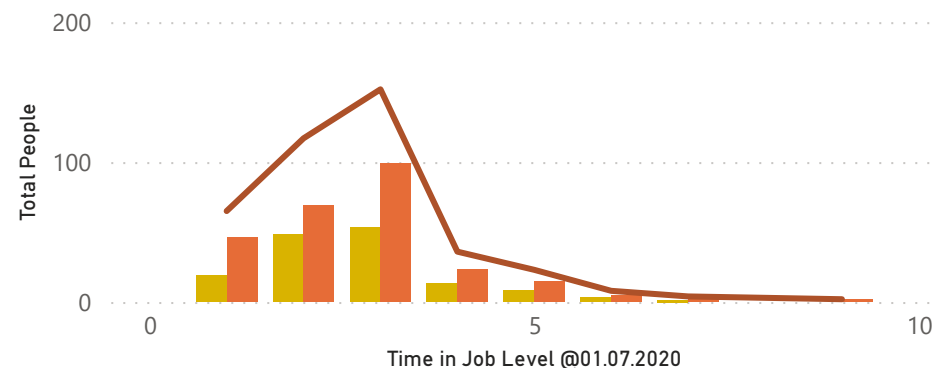


0.50

Average of Rand

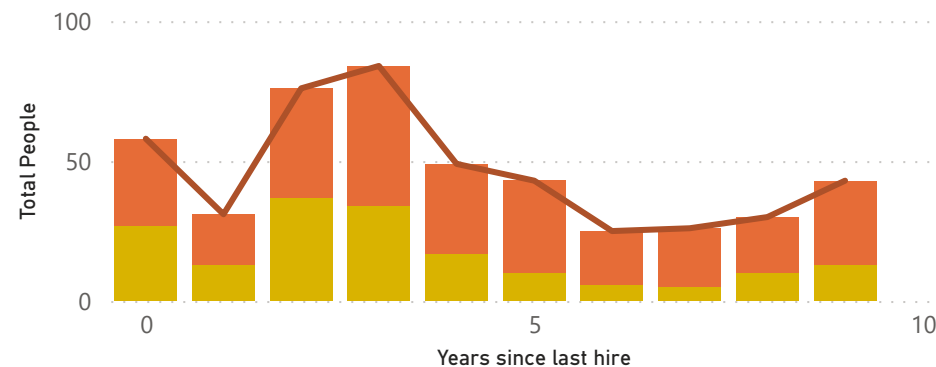
Total People by Job Level after FY20 promotions

Gender ● Female ● Male ● Total People



Total People by Job Level after FY21 promotions

Gender ● Female ● Male ● Total People



Region group: nationality 1 Total People # of men # of women

Region group: nationality 1	Total People	# of men	# of women
Americas	6	3	3
Asia Pacific	3	3	
Europe	209	120	89
Middle East	2		2
Switzerland	245	167	78
Total	465	293	172

Total People by Promotion in 2020

