

ESG Indicators 2022

Percentage of women executive officers	20%
Percentage of women in total management	42.58%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	16.4%
Percentage of women in senior management	15.75%
Percentage of women in middle management	41.0%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	47.1%
Percentage of women in non-managerial positions	57.28%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	41.4%
Percentage of women in total workforce	54.91%
Percentage of women total promotions	40.51%
Percentage of Women IT/Engineering	34.57%
Share of women in STEM-related positions (as % of total STEM positions)	36.1%
Percentage of new hires are women	53,29%
Percentage of women attrition	52.24%
Time-bound action plan with targets to increase the representation of women in leadership positions	Yes
Time-bound action plan with targets to increase the representation of women in the company	Yes
Global mean (average) raw gender pay gap	4.85 %
Adjusted mean gender pay gap	0 %
Time-bound action plan to close its gender pay gap	No
Number of weeks of fully paid primary parental leave offered	16
Number of weeks of fully paid secondary parental leave offered	2
Parental leave retention rate	99.7%
Employee average age	40.19
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes
Back-up family care services or subsidies through the company	Yes
Flexible working policy	Yes
Employee resource groups for women	Yes
Unconscious bias training	Yes
Annual anti-sexual harassment training	Yes