

Leadership	
Percentage of women on company board	50%
Chairperson is a woman	Yes
Gender balance in board leadership	50%
Chief executive officer (CEO) is a woman	No
Woman chief financial officer (CFO) or equivalent	No
Percentage of women executive officers	45,50%
Chief diversity officer (CDO)	Yes
Talent Pipeline	
Percentage of women in total management	27,90%
Percentage of women in senior management	29,60%
Percentage of women in middle management	27,80%
Percentage of women in non-managerial positions	27,80%
Percentage of women in total workforce	27,90%
Percentage of women total promotions	38,00%
Percentage of Women IT/Engineering	27,10%
Percentage of new hires are women	34,60%
Percentage of women attrition	7,20%
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	No
Pay	
Adjusted mean gender pay gap	NA
Global mean (average) raw gender pay gap	8,11%
Time-bound action plan to close its gender pay gap	Until 2025
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes
Inclusive culture	
Number of weeks of fully paid primary parental leave offered	16 weeks
Number of weeks of fully paid secondary parental leave offered	16 weeks
Parental leave retention rate	97%
Back-up family care services or subsidies through the company	No
Flexible working policy	Yes, flextime and work from home policy
Employee resource groups for women	Yes
Unconscious bias training	Yes
Annual anti-sexual harassment training	No