

# Complementary Information - Sustainability Report 2020



# Workforce Breakdown: Gender

Diversity Indicator	2020
Proportion of women in all management positions, including junior, middle and top management (as % of total management positions)	28
Proportion of women in junior management positions, i.e. first level of management (as % of total junior management positions)	30
Proportion of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	24
Proportion of women in management positions in revenue-generating functions (as % of all such managers)	28



# Workforce Breakdown: Nationality

Nationality	Proportion of total workforce (as % of total workforce)	Proportion of all management positions, including junior, middle and senior management (as % of total management workforce)
Brazilian	20	13
Polish	14	7
Italian	14	13
Egyptian	6	8
Hungarian	5	2
Thai	4	4

Please note: Business Area North America excluded in the breakdown



# Workforce Breakdown: Age

Age group	% of FTEs
<30 years old	12
30-50 years old	68
>50 years old	20



# New Hires

Nationality	2019	2020
Number of new hires	3,830	2,537
Percentage of open positions filled by internal candidates (internal hires)	33	34



# Voluntary turnover

	2018	2019	2020
Voluntary turnover (as % of non-production workers)	10	10	7



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