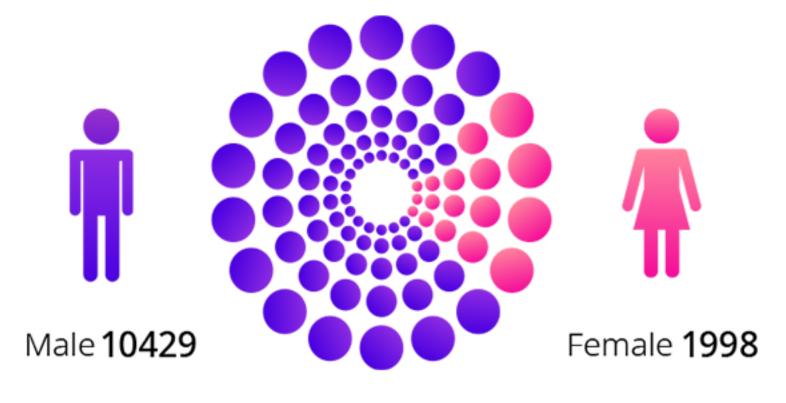


#### DIVERSITY & INCLUSION (FY 2023-24)

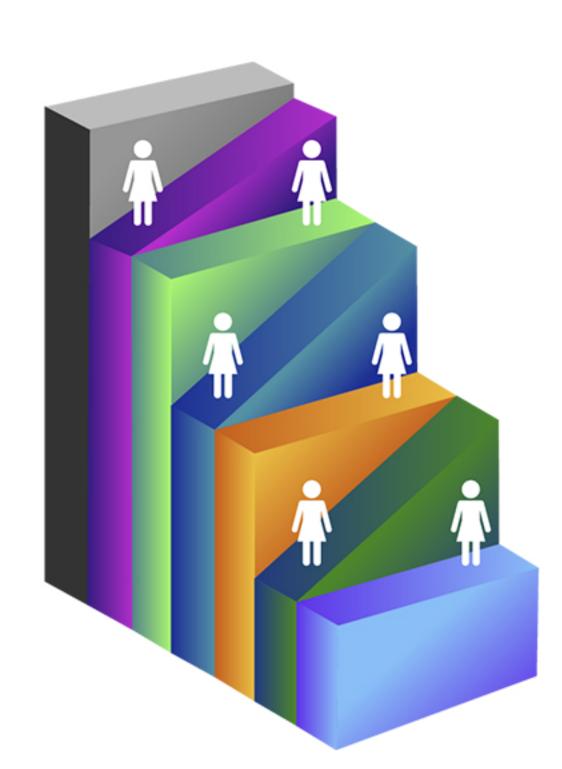
Here are our FY 2023-24 metrics for some of the important workforce diversity parameters we track







### Women Representation in Workforce



16% Share of women in total workforce (as % of total workforce)

Share of women in all management positions, including junior, middle and top management (as % of total management positions)

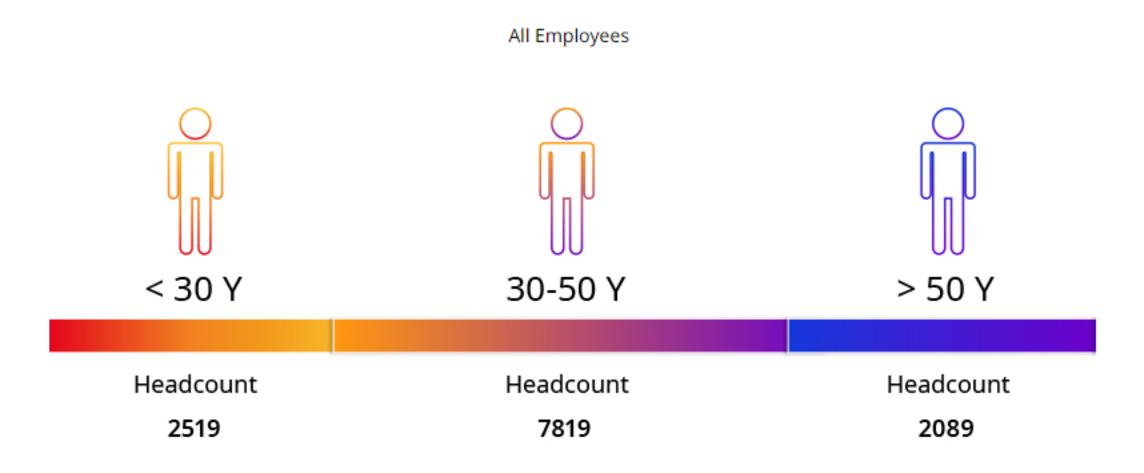
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)

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)

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.)

Share of women in STEM (Science, technology, engineering and mathematics)-related positions (as % of total STEM positions)

### Age Diversity



# Workforce by Management Level

Permanent workforce									
	Male	Female	Male	Female	Male	Female			
enior Management	0	0	69	8	82	9			
Middle Management	10	8	919	299	478	76			
unior Management	1031	353	3416	925	665	207			
lon-Management workers	1104	13	2114	69	541	39			
Other category (Non employment ssociates)	0	0	0	0	0	0			
Non Permanent Workforce									
Contractual Workers / Temporary workers	3178	14	2379	39	253	1			
Total workers	5318	388	8897	1340	2019	324			

## Gender Pay-Equity

#### Average Male Salary/Average Female Salary

Employee Level	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Executive level (base salary only)	1.01/1	1.01/1	1.0/1	0.72/1
Executive level (base salary + other cash incentives)	1.01/1	1.01/1	0.99/1	0.73/1
Management level (base salary only)	1.02/1	1.02/1	0.98/1	1.13/1
Management level (base salary + other cash incentives)	1.03/1	1.03/1	0.97/1	1.13/1
Non-management level (base salary only)	1.16/1	1.16/1	0.86/1	0.86/1