

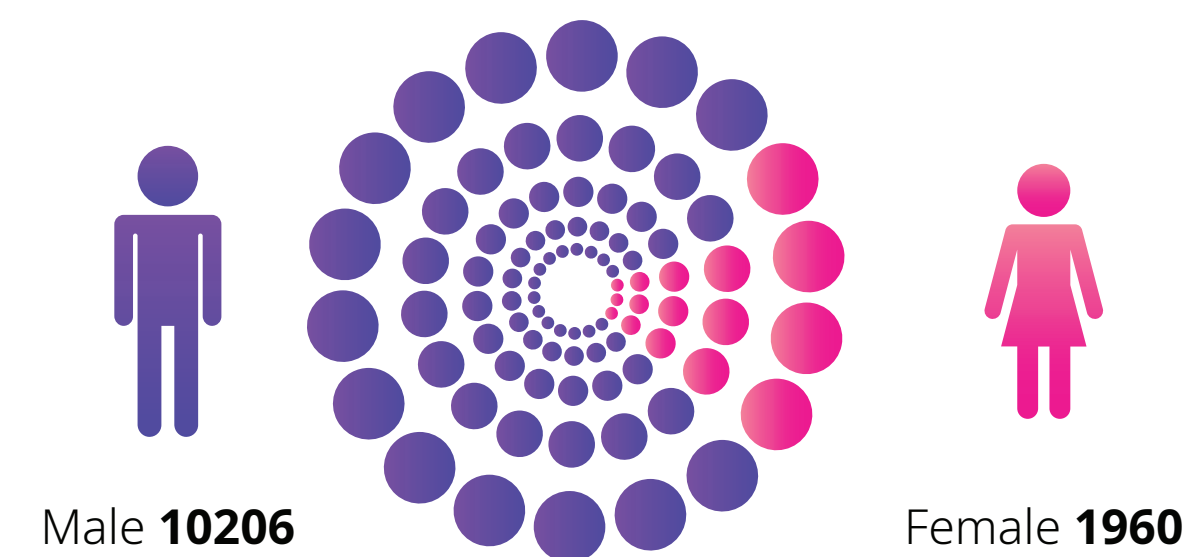


# Diversity & Inclusion (FY 2024-25 )

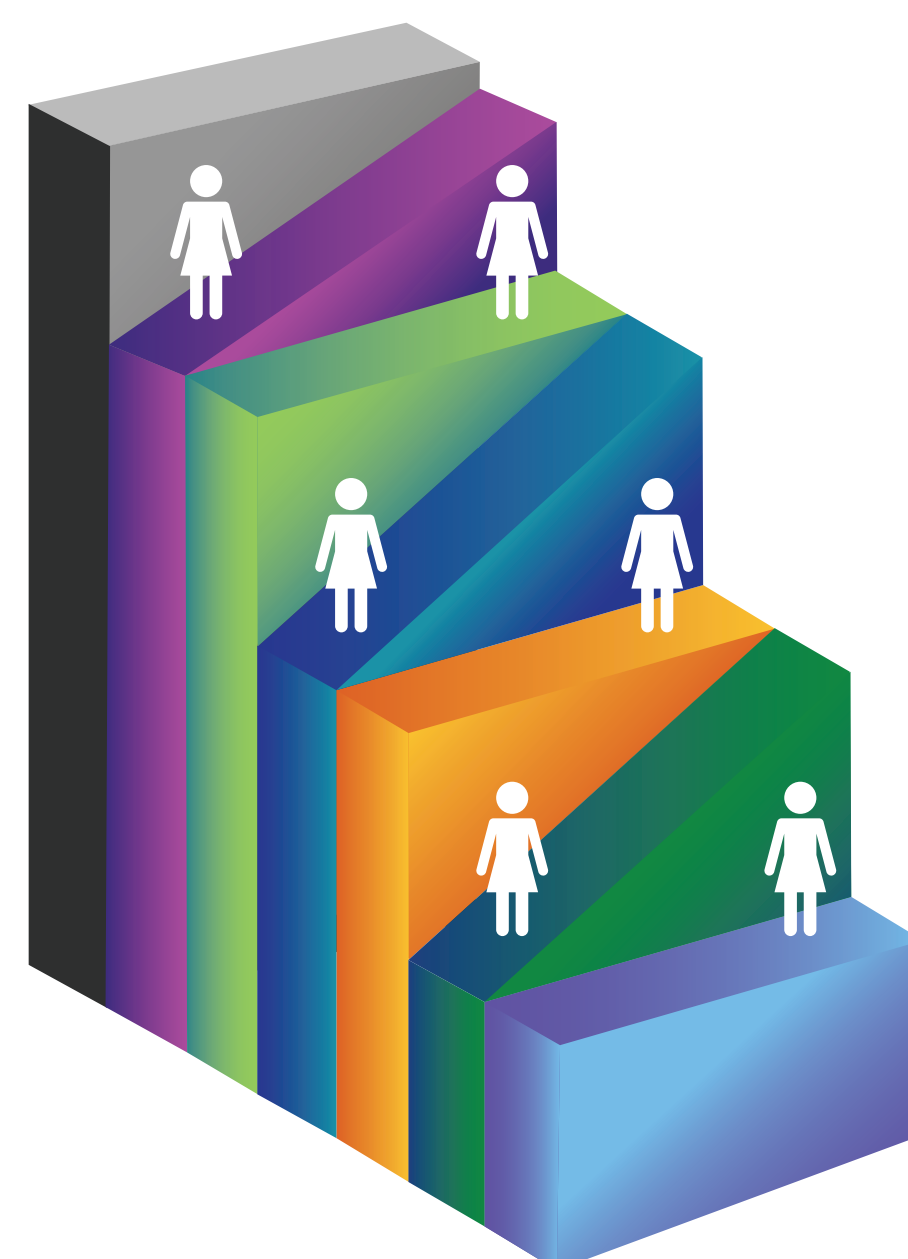
Here are our FY 2024-25 metrics for some of the important workforce diversity parameters we track

## Gender Diversity White Collar

Non. Management Employees



## Women Representation in Workforce



16%

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

22%

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

22%

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

16%

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)

13%

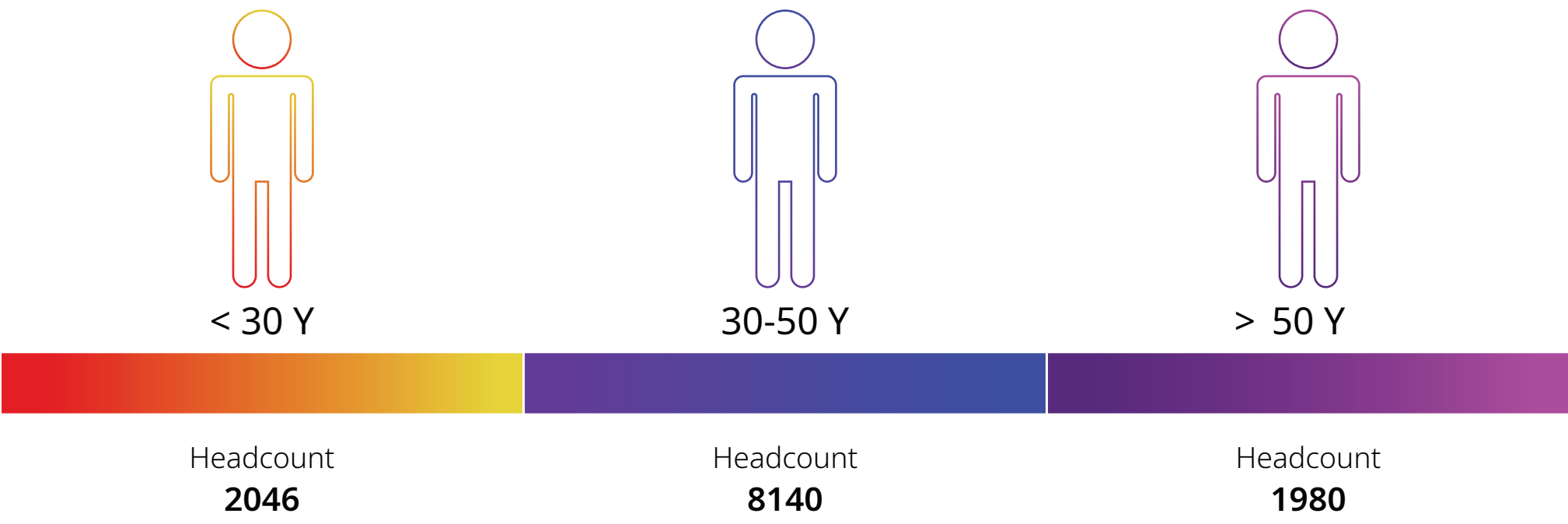
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)

28%

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

# Age Diversity

All Employees



## Workforce by Management Level

	Permanent Workforce					
	Male	Female	Male	Female	Male	Female
Senior Management	0	0	73	9	72	9
Middle Management	11	9	886	303	459	85
Junior Management	846	299	3,551	944	633	186
Non-Management workers	863	18	2,302	72	510	26
Other category (Non employment associates)	0	0	0	0	0	3
	Non Permanent Workforce					
	Male	Female	Male	Female	Male	Female
Contractual Workers/Temporary workers	2,082	4	1,893	31	281	3
Total workers	3,802	330	8,705	1,359	1,955	309

## Gender Pay-Equity

Average Male Salary/Average Female Salary				
Employee Level	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Executive level (base salary only)	1.01/1	1.0/1	0.72/1	1.04/1
Executive level (base salary + other cash incentives)	1.01/1	0.99/1	0.73/1	1.07/1
Management level (base salary only)	1.02/1	0.98/1	1.13/1	0.86/1
Management level (base salary + other cash incentives)	1.03/1	0.97/1	1.13/1	0.88/1
Non-management level (base salary only)	1.16/1	0.86/1	0.86/1	0.83/1