

## **Gender Distribution 2025**

Gender Total Employees	Board(%)	Senior Management	Middle	Staff (%)	Total Workforce
		(%)	Management (%)		(%)
1471	67%	94%	80%	75%	77%
444	33%	3%	20%	25%	23%
Excludes Board		Senior Management	Middle	Staff defined	
members		defined as VP	Management	as all individual	
		(Grade 21 or higher)	defined as all	contributors	
		and Above	People Leaders	below VP level	
			Below VP Level	(Grade 20 or	
			(Grade 20 or	lower)	
	1471 444 Excludes Board	1471 67%  444 33%  Excludes Board	Total Employees Board(%)  1471 67% 94%  444 33% 3%  Excludes Board Senior Management members defined as VP  (Grade 21 or higher)	Total Employees Board(%)  (%) Management (%)  1471 67% 94% 80%  444 33% 3% 20%  Excludes Board Senior Management Middle defined as VP Management (Grade 21 or higher) defined as all and Above People Leaders Below VP Level	Total Employees Board(%)  (%)  Management (%)  1471  67%  94%  80%  75%  444  33%  3%  20%  25%  Excludes Board Senior Management Middle Staff defined members  defined as VP Management as all individual (Grade 21 or higher) defined as all contributors and Above People Leaders below VP level Below VP Level (Grade 20 or

lower)