

Workforce Demographics Report

Supplement to the 2023 Sustainability Report

General Workforce:

Number of full-time and part-time employees*	Full-time	Part-time	Full-time (%)	Part-time (%)
	26,999	1,194	95.8	4.2

		Full-time	Part-time	Full-time (%)	Part-time (%)
Number of full-time and part-time employees by gender*	Male	20,022	777	74.2	65.1
	Female	6,828	412	25.3	34.5
	Non-binary	4	0	0	0
	Other Gender Identity	7	1	0	0.1
	Prefer not to say	36	0	0.1	0
	(blank)	102	4	0.4	0.3
	Total	26,999	1,194	100	100

		Full-time	Part-time	Full-time (%)	Part-time (%)
Number of full-time and part-time employees by ethnicity*	White	12,711	761	47.0	63.7
	Asian	6,234	173	23.1	14.5
	Black	2,206	77	8.2	6.5
	Hispanic or Latino	1,680	37	6.2	3.1
	Mixed or Multiracial	548	20	2.0	1.7
	Other Ethnic Group	627	3	2.3	0.3
	Prefer not to answer	1,555	44	5.8	3.7
	(blank)	102	4	0.4	0.3
	0 column (?)	1,336	75	5.0	6.3
	Total	26,999	1194	100	100.0

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Number of full-time and part-time employees by region*	Region	Full-time	Part-time	Total by Region	Full-time (%)	Part-time (%)
	Africa	206	171	377	54.6	45.7
	Asia	1,282	0	1,282	100.0	0.0
	Australia	1,677	94	1,771	94.7	5.3
	Canada	13	0	13	100.0	0.0
	Central / South America	3	0	3	100.0	0.0
	China	35	0	35	100.0	0.0
	ELT	8	0	8	100.0	0.0
	Europe	1,556	7	1,563	99.6	0.5
	India	2,046	0	2,046	100.0	0.0
	Indonesia	60	0	60	100.0	0.0
	Japan	47	0	47	100.0	0.0
	Republic of Korea	122	0	122	100.0	0.0
	Malaysia	7	0	7	100.0	0.0
	Mexico	107	0	107	100.0	0.0
	Middle East	3,768	6	3,774	99.8	0.2
	Russia	1	0	1	100.0	0.0
	Singapore	276	0	276	100.0	0.0
	U.K.	2,369	170	2,539	93.3	6.7
	U.S.	13,416	746	14,162	94.7	5.3

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Number of employees with permanent and temporary contracts*	Permanent contract employees	% of permanent contract employees	Temporary contract employees	% of temporary contract employees
	28,193	87.3	4,116	12.7

** Our HRIS is dynamic. Variations in totals occur relevant to the time and date of data collection. In-progress and late transactions such as hires, terms and onboarding may alter totals.*

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Job Level Types:

Total number of Senior Management (managers and above)	3,974
Total percentage of Senior Management (managers and above)	14.05%

		Associate	Director	Manager	Principal	Senior	Specialist	Sr. Director	Sr. Manager	VP/SVP/E VP/ CEO	Total
Job level by gender	Male	6,759	311	1,707	3,882	4,866	2,188	90	981	87	20,871
	Female	2,588	89	431	1,061	1,763	1,117	18	219	24	7,310
	Non-binary	3	0	0	0	0	1	0	0	0	4
	Other Gender Identity	5	0	2	1	0	0	0	0	0	8
	Prefer not to say	9	1	4	5	11	6	0	0	0	36
	(blank)	11	0	7	7	16	7	0	3	0	51
	Total	9,375	401	2,151	4,956	6,656	3,319	108	1,203	111	28,280

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		Associate	Director	Manager	Principal	Senior	Specialist	Sr. Director	Sr. Manager	VP/SVP/ EVP/CEO	Total
Job Level by Region	Africa	313	1	11	2	19	26	0	5	0	377
	Asia	1,026	0	20	30	63	136	0	7	0	1,282
	Australia	313	33	173	358	564	246	1	78	5	1,771
	Canada	3	1	1	4	1	2	0	1	0	13
	Central / South America	0	0	2	0	0	0	0	1	0	3
	China	1	1	10	9	9	2	1	2	0	35
	ELT	0	0	0	0	0	0	0	0	8	8
	Europe	1,169	4	42	72	92	161	1	18	0	1,559
	India	503	12	71	277	723	421	3	35	1	2,046
	Indonesia	7	1	6	11	32	3	0	0	0	60
	Japan	17	1	1	20	4	4	0	0	0	47
	Republic of Korea	78	1	13	8	13	5	0	3	1	122
	Malaysia	4	0	2	0	0	1	0	0	0	7
	Mexico	13	0	0	11	41	39	0	3	0	107
	Middle East	1,203	24	227	559	1,203	468	1	85	4	3,774
	Russia	0	0	0	1	0	0	0	0	0	1
	Singapore	30	5	37	75	82	14	0	33	0	276
	U.K.	1,059	107	289	379	319	181	14	181	12	2,541
	U.S.	3,636	210	1,246	3,140	3,491	1,610	87	751	80	14,251
	Total	9,375	401	2,151	4,956	6,656	3,319	108	1,203	111	28,280

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