

ADDITIONAL INFORMATION ON OUR EMPLOYEES AND RELATED INITIATIVES

Our workforce profile

| Total number of employees by employment contract, by gender | Female | Male | Non-disclosed | Group total |
|---|--------|------|---------------|-------------|
| Permanent | 4352 | 4128 | 103 | 8583 |
| Temporary | 620 | 624 | 211 | 1455 |
| Per diem | 6 | 8 | 2 | 16 |
| Locum | 14 | 40 | 2 | 56 |

| Total number of employees by employment type, by gender. | Full time | Part time | Locum | Per Diem |
|--|-----------|-----------|-------|----------|
| Female | 4546 | 426 | 14 | 6 |
| Male | 4502 | 250 | 40 | 8 |
| Non-disclosed | 156 | 158 | 2 | 2 |
| Sum | 9204 | 834 | 56 | 16 |

| Total number of employees by employment contract, by region | Permanent | Part time | Per Diem | Locum |
|---|-----------|-----------|----------|-------|
| Africa | 1001 | 8 | 0 | 0 |
| Americas | 1700 | 81 | 10 | 0 |
| ANZ | 148 | 31 | 0 | 0 |
| Asia | 1696 | 33 | 0 | 1 |
| Europe | 1290 | 230 | 0 | 0 |
| IAS (Globally mobile employees) | 947 | 7 | 0 | 50 |
| MENA | 472 | 0 | 0 | 0 |
| Pacific | 389 | 420 | 6 | 1 |
| Russia & Kazakhstan | 830 | 9 | 0 | 0 |
| SEA | 731 | 15 | 0 | 4 |
| Sum | 9204 | 834 | 16 | 56 |

Data correct as of 4 November 2020.

“Be Well” programme - Monthly thematic webinars

Mental health themes for our internal wellbeing support

| Month | Topic |
|----------|---|
| October | Check-in with yourself: Are you stressed? How to talk about Mental Health at work |
| November | How to improve your focus? Procrastination: do's & don'ts Know the signs: Stress that can lead to anxiety & depression |
| December | Burn-out & how not to feel burnt out - The art of relaxation Know how to help - Suicide prevention |
| January | How to build healthy habits A work environment free of stress |
| February | The art of sleeping & combat against insomnia |
| March | Mental Health for women |
| April | Build resilience for your family |
| May | Dealing with mistake/ Imposter Syndrome |
| June | Keep the flame alive: your passion & motivation - Embrace the changes & uncertainties |

Physical health themes for our internal wellbeing support

| Month | Topic | Webinar |
|-----------|-------------------------------|--|
| September | Healthy Immune System | Immune System |
| October | Heart Health | Risks of Heart diseases & prevention Signs of Heart Attack |
| November | Diabetes | Diabetes risks & prevention Living with diabetes |
| December | Loneliness & isolation | Loneliness, burn-out Mental Health and depression |
| January | A year of health & resilience | COVID 19 - reminder for the festive season Annual health check: Why, how and what |
| February | Cancer awareness | Most common types of cancer and prevention Living with cancer |
| March | Women's health | Breast cancer Maternal health |
| April | Be Well & Sustainable | Sustainable Alternatives for healthcare Vegetable-based diets |
| May | Tobacco | The impact of tobacco on health Tips to stop smoking |
| June | Men's health | Prostate cancer Pre-ejaculation |
| July | Liver Health | Common liver-related diseases & prevention Signs that your liver is suffering |