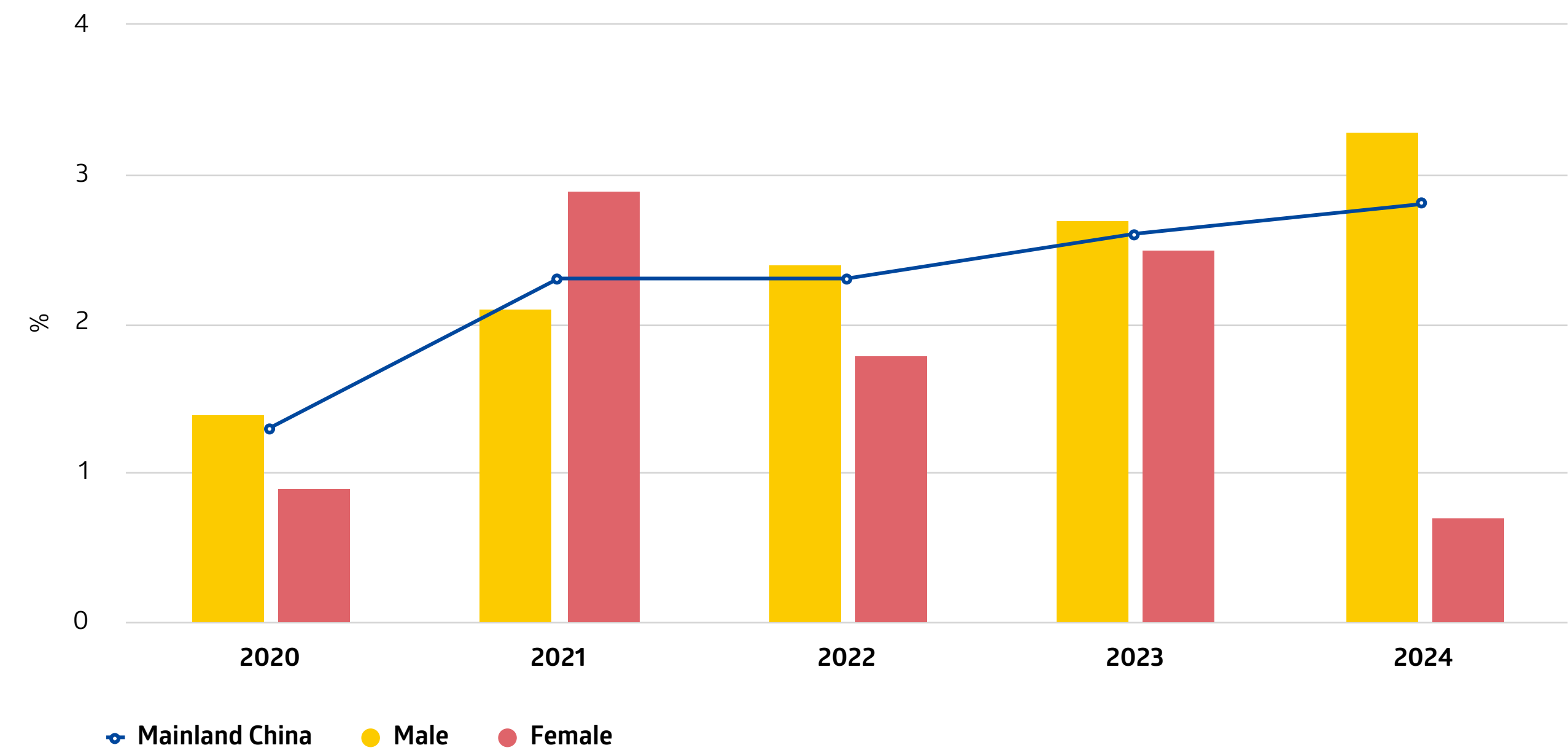


## Voluntary staff turnover rate by gender

### Mainland China



1. Voluntary staff turnover refers to employees leaving the organisation voluntarily and does not include dismissal, retirement, company-initiated termination or end of contract.  
2. Includes permanent employees only, except for Mainland China where both permanent and fixed-term contract employees are included due to local employment legislation.