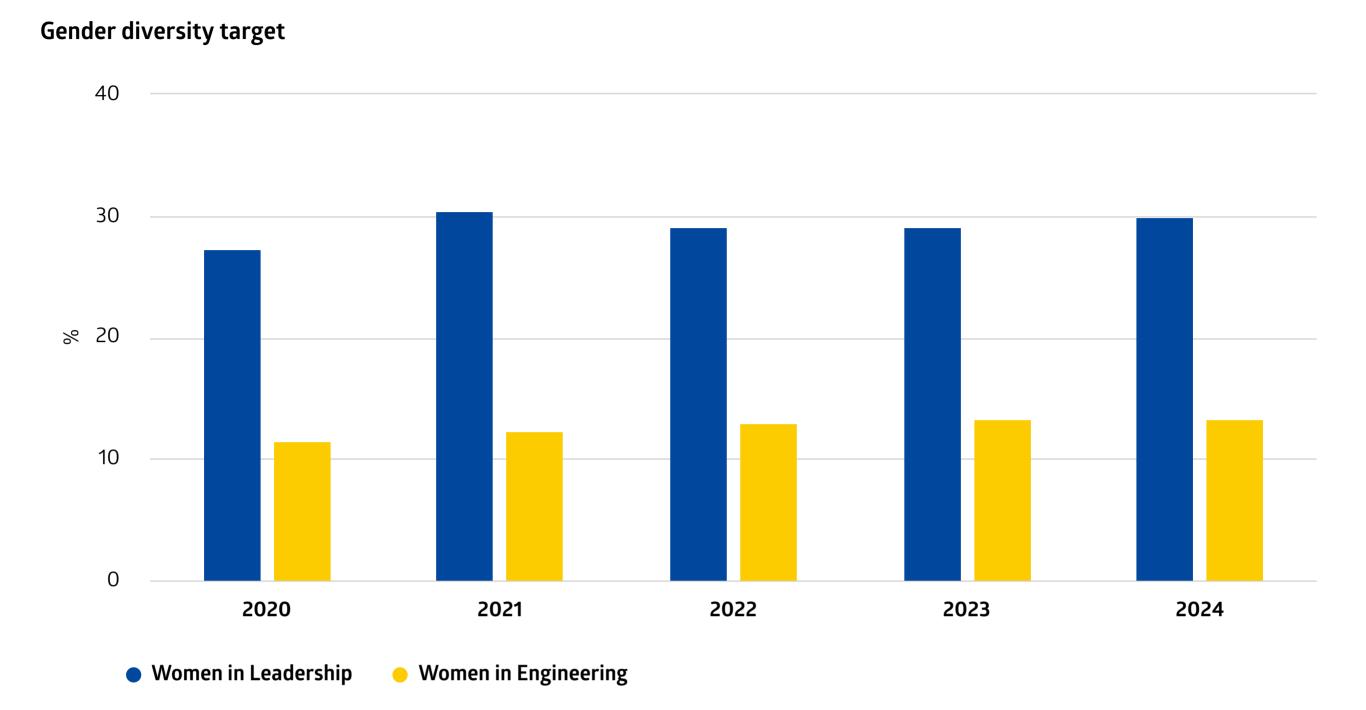


Gender diversity targets



1. Leadership positions are defined as positions at Korn Ferry Reference Level 19 and above.

2. Employees in engineering are defined as emploayees with a bachelors' degree or above qualification in engineering.