



2022 Employee Turnover Rate - By Age Group, Gender

Location	Age Group	under 30 years old		30-50 years old		Over 50 years old		Do not Reveal the Age	
	Gender	F	M	F	M	F	M	F	M
HQ	Turnover Rate (By Gender)	27%	20%	17%	17%	11%	11%	0%	0%
	Turnover HC (By Gender)	74	57	140	220	18	33	0	0
	HQ Average HC	270	289	817	1333	164	310	0	0
	Turnover Rate	23%		17%		11%		0%	
	Turnover HC	131		360		51		0	
EMEA	Turnover Rate (By Gender)	45%	22%	10%	8%	10%	7%	0%	0%
	Turnover HC (By Gender)	17	26	33	55	9	16	0	0
	EMEA Average HC	38	116	337	711	95	222	1	1
	Turnover Rate	28%		8%		8%		0%	
	Turnover HC	43		88		25		0	
PAP	Turnover Rate (By Gender)	14%	22%	6%	11%	2%	7%	0%	0%
	Turnover HC (By Gender)	14	19	26	68	2	11	0	0
	PAP Average HC	101	87	442	638	89	165	19	28
	Turnover Rate	18%		9%		5%		0%	
	Turnover HC	33		94		13		0	
PA	Turnover Rate (By Gender)	23%	29%	13%	9%	7%	11%	0%	0%



	Turnover HC (By Gender)	3	8	13	14	7	13	0	0
	PA Average HC	13	28	98	155	97	123	12	19
	Turnover Rate	27%		11%		9%		0%	
	Turnover HC	11		27		20		0	
CN	Turnover Rate (By Gender)	30%	20%	12%	15%	0%	0%	0%	0%
	Turnover HC (By Gender)	7	4	17	36	0	0	0	0
	CN Average HC	24	20	147	234	7	15	0	0
	Turnover Rate	25%		14%		0%		0%	
	Turnover HC	11		53		0		0	
Global	Turnover Rate (By Gender)	26%	21%	12%	13%	8%	9%	0%	0%
	Turnover HC (By Gender)	115	114	229	393	36	73	0	0
	Global Average HC	445	539	1,840	3,070	452	834	31	47
	Turnover Rate	23%		13%		8%		0%	
	Turnover HC	229		622		109		0	



2022 Employee Turnover Rate - By Management Level

Location	Management level	Senior Management		Middle/Base-level management		General Staff	
	Gender	F	M	F	M	F	M
HQ	Turnover Rate (By Gender)	7%	0%	7%	9%	20%	18%
	Turnover HC (By Gender)	1	-	11	30	220	280
	Global Average HC	14	44	159	341	1,082	1,544
	Turnover Rate	2%		8%		19%	
	Turnover HC	1		41		500	
EMEA	Turnover Rate (By Gender)	0%	0%	5%	4%	10%	13%
	Turnover HC (By Gender)	0	0	5	7	54	90
	Global Average HC	2	17	99	197	549	703
	Turnover Rate	0%		4%		12%	
	Turnover HC	0		12		144	
PAP	Turnover Rate (By Gender)	0%	5%	6%	9%	10%	10%



	Turnover HC (By Gender)	-	1	5	17	37	80
	Global Average HC	2	21	84	199	385	830
	Turnover Rate	4%		8%		10%	
	Turnover HC	1		22		117	
PA	Turnover Rate (By Gender)	0	0%	9%	2%	11%	14%
	Turnover HC (By Gender)	0	0	4	1	19	34
	Global Average HC	3	10	43	63	173	251
	Turnover Rate	0%		5%		13%	
	Turnover HC	0		5		53	
CN	Turnover Rate (By Gender)	0%	0%	4%	8%	15%	17%
	Turnover HC (By Gender)	0	0	1	5	23	35
	Global Average HC	1	2	25	60	151	207
	Turnover Rate	0%		7%		16%	
	Turnover HC	0		6		58	
Global	Turnover Rate (By Gender)	5%	1%	6%	7%	15%	15%



Turnover HC (By Gender)	1	1	26	60	353	519
Global Average HC	22	93	409	860	2340	3534
Turnover Rate	2%		7%		15%	
Turnover HC	2		86		872	