



Enabling resilience and innovating Annex – Data Center



Women staff (breakdown by position) [405-1]

%	2021	2022	2026	2030
Managers	22.1%	21.6%	>23%	>26%
Middle managers	32.8%	33.6%	>35%	>37%
<i>Total managers and middle managers</i>	<i>30.5%</i>	<i>31.1%</i>	<i>>33%</i>	<i>>35%</i>
Management employees	35.7%	36.2%	>37%	>39%
<i>Total managers, middle managers and management employees</i>	<i>34.0%</i>	<i>34.5%</i>	<i>>36%</i>	<i>>37%</i>
Non-management employees	45.9%	46.4%	>47%	>49%
<i>Total employees</i>	<i>43.0%</i>	<i>43.6%</i>	<i>>45%</i>	<i>>47%</i>
Blue-collar workers	2.5%	2.4%	>3%	>5%
Management positions in revenue-generating function	25.7%	26.6%	>28%	>30%
STEM-related positions	38.2%	38.9%	>40%	>42%
Total	27.3%	27.6%	>29%	>32%

Data as at 31 December.

Voluntary turnover rate (%)

%	2019	2020	2021	2022
Voluntary turnover rate	1.6%	1.1%	1.5%	2.2%