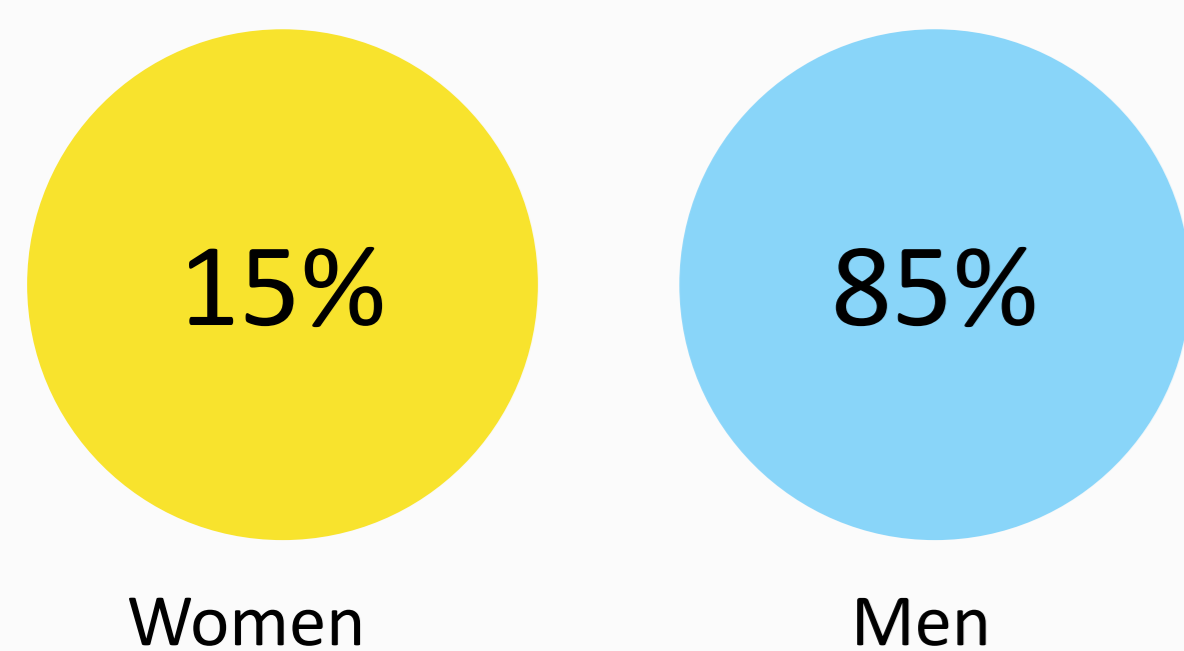


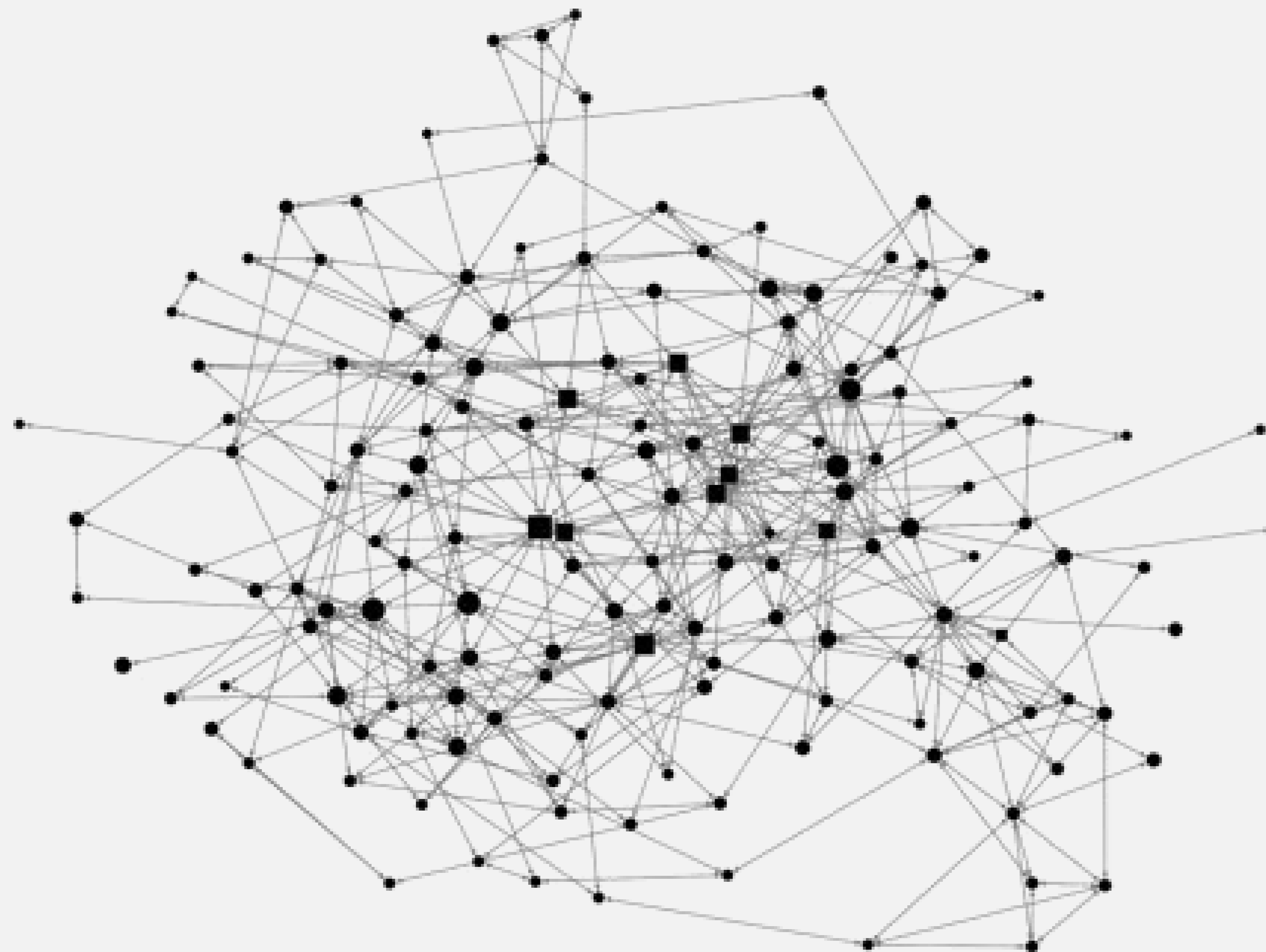
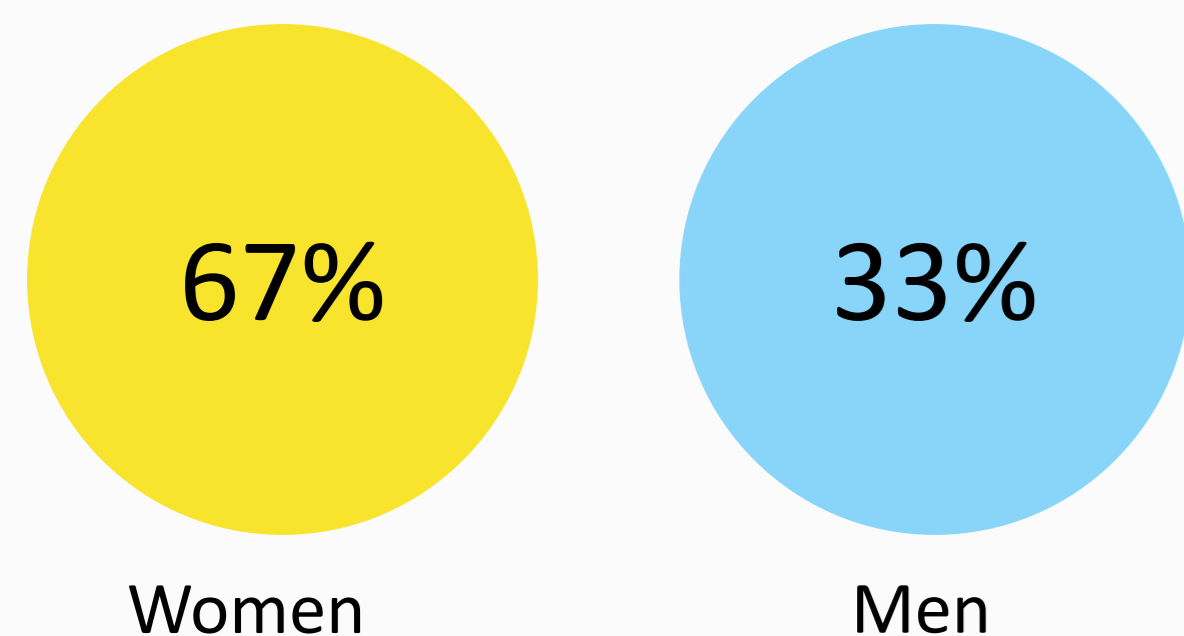
INNOVISOR  
**GENDER INCLUSION**  
BASELINE

**YOUR  
INCLUSION  
SCORE**

Proportion of gender in Employee



Proportion of gender in Managers

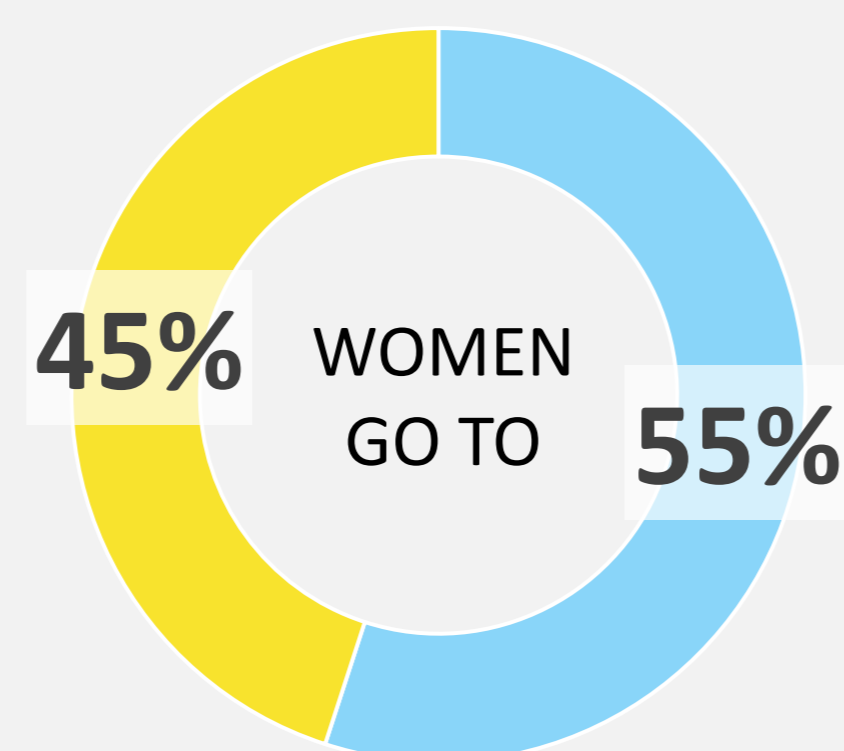
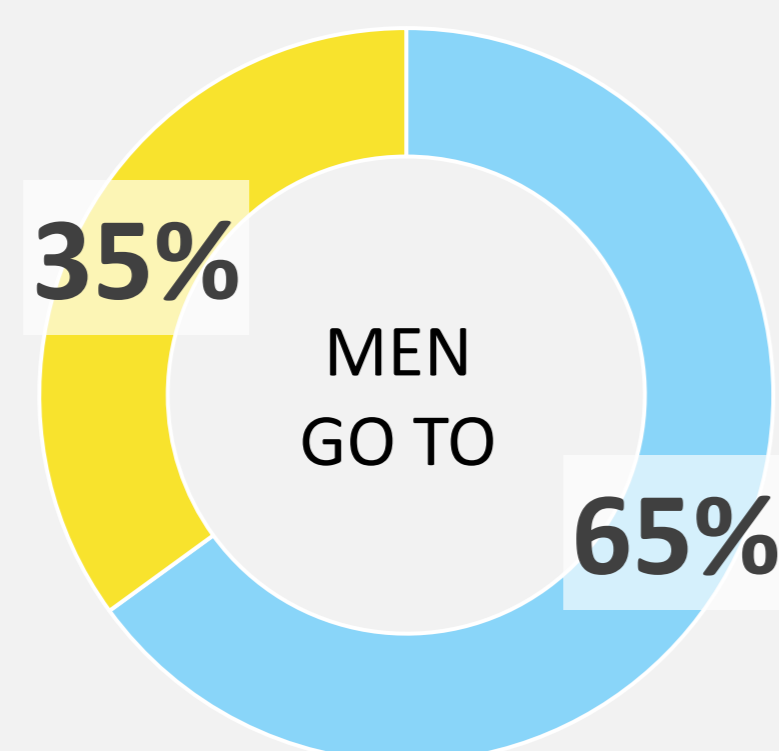


**Men** are sought out **35%** more than women for help & advice on personal development

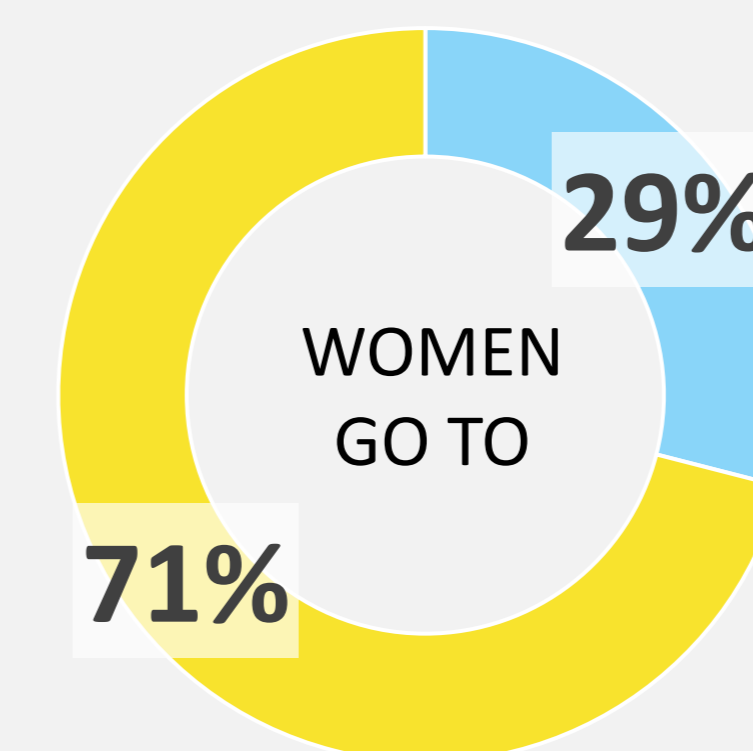
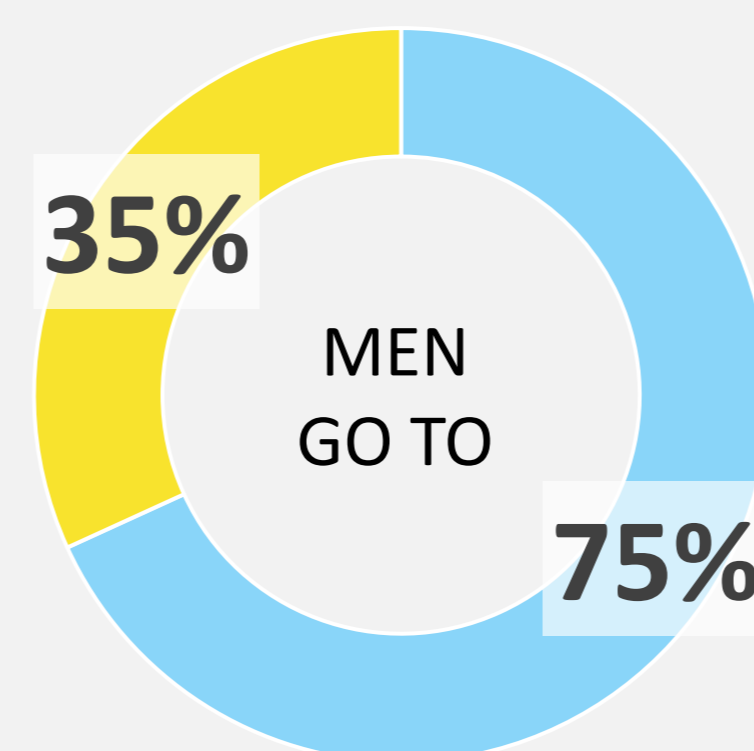
**Women** are sought out **15%** more than men for help & advice on technical expertise

**Women** are sought out **28%** more than men for help & advice on relationship brokering

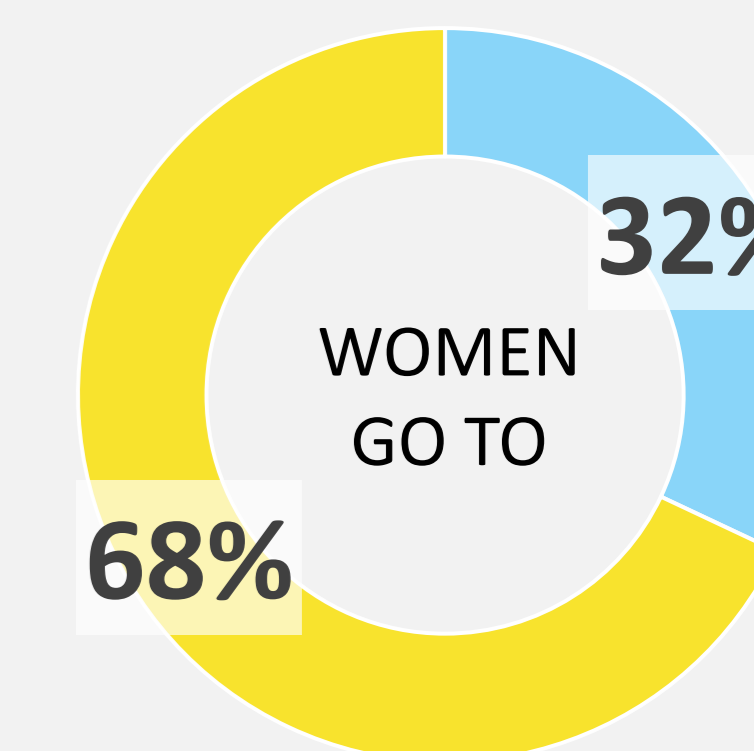
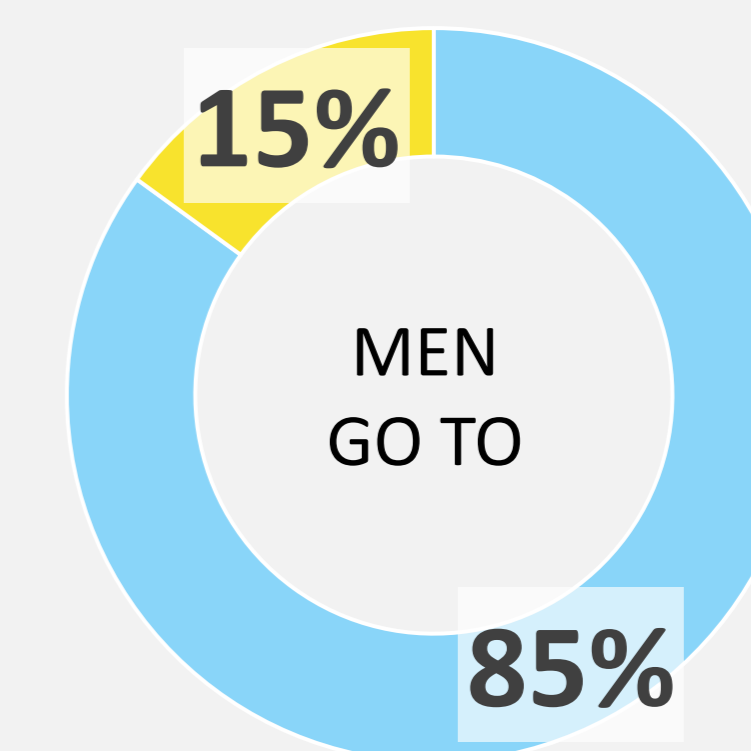
**PERSONAL DEVELOPMENT**



**TECHNICAL EXPERTISE**



**RELATIONSHIP BROKERING**

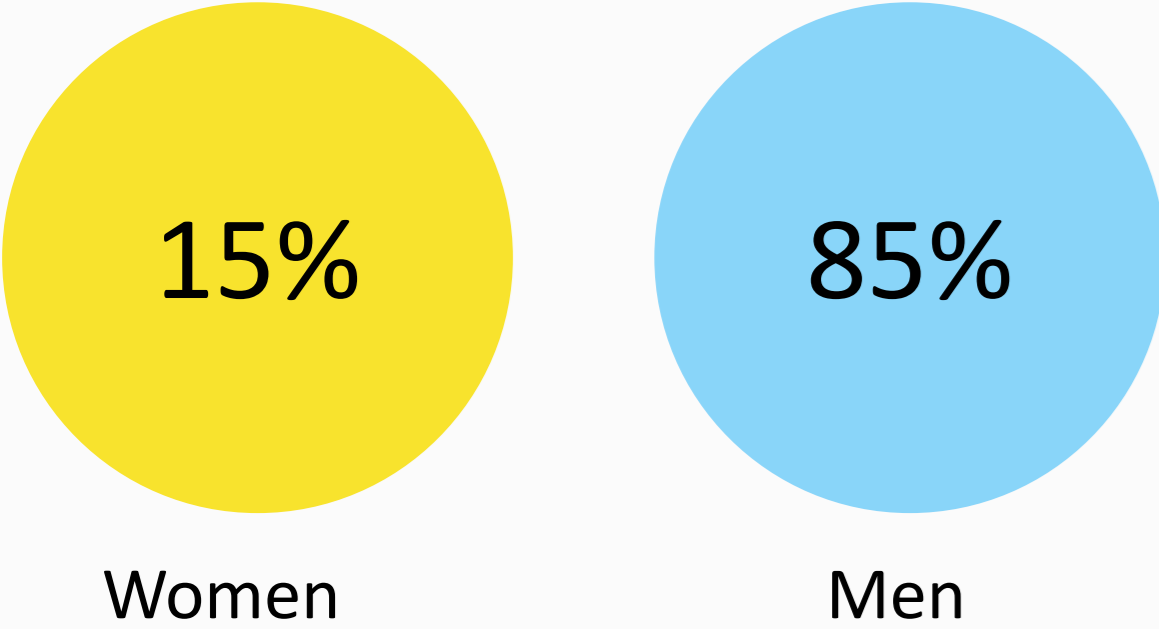


Women Men

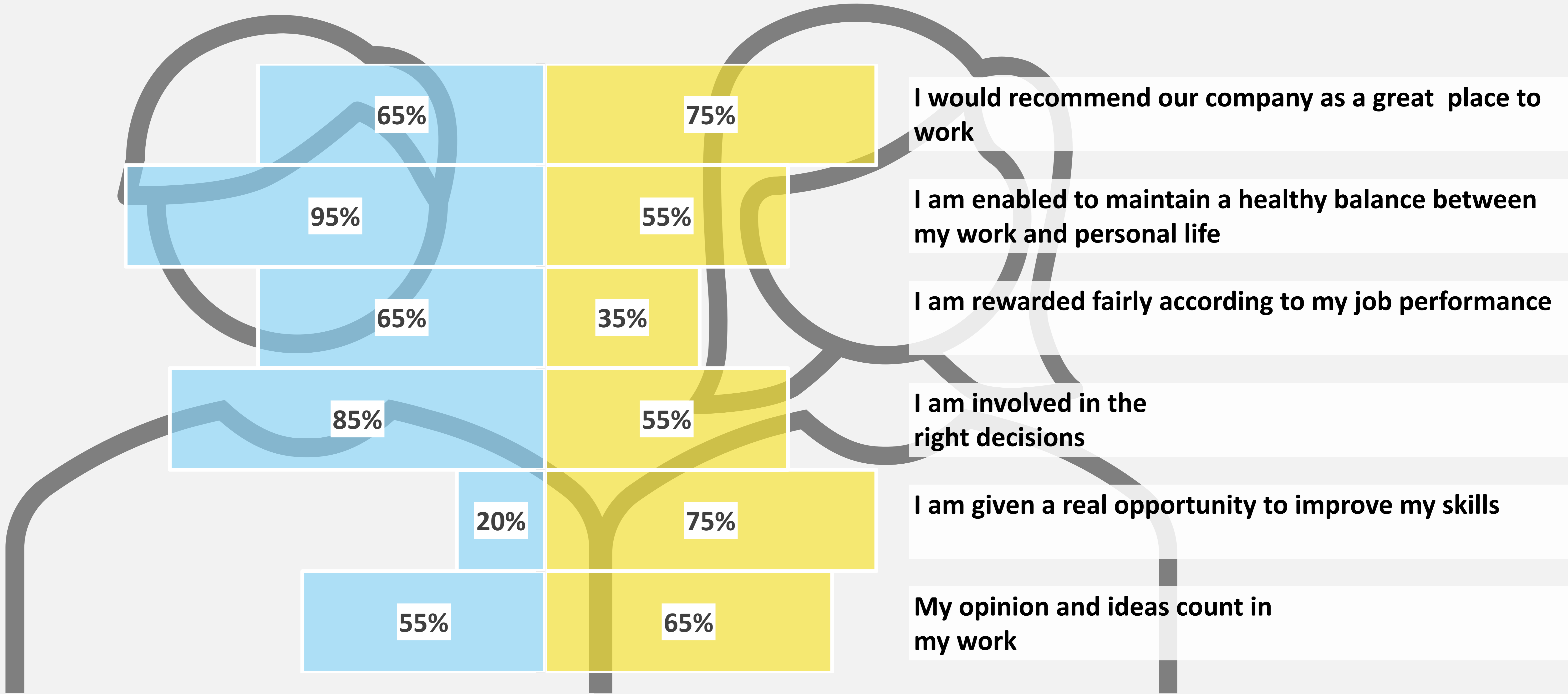
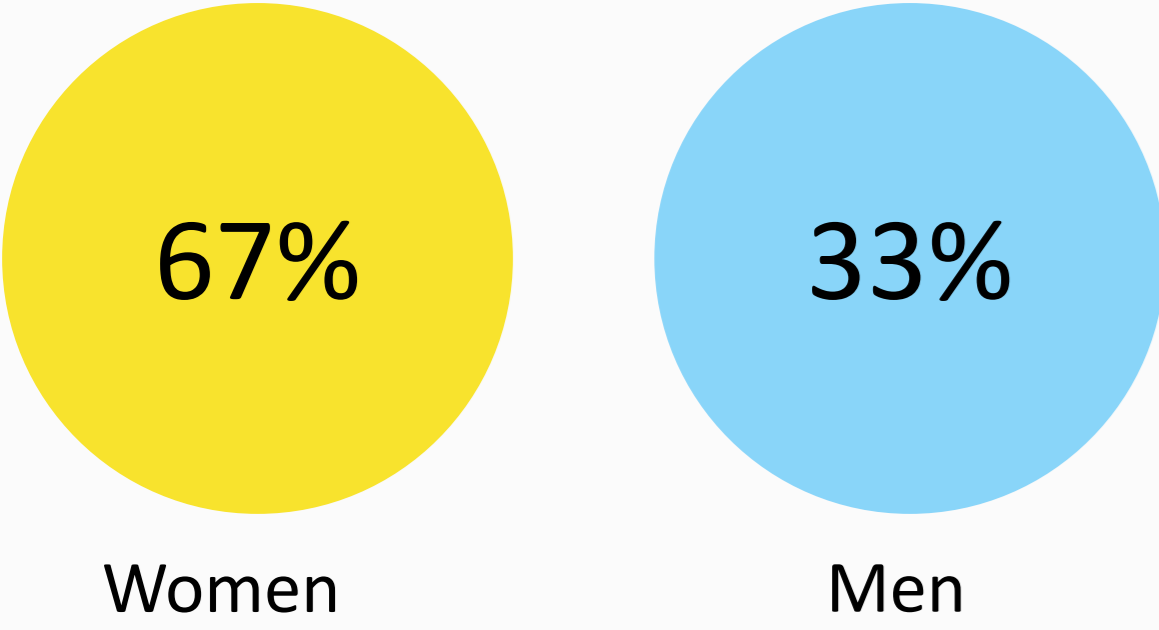
INNOVISOR  
**GENDER INCLUSION**  
BASELINE

**YOUR  
EQUALITY  
SCORE**

Proportion of gender in  
Employee



Proportion of gender in  
Managers



% OF PROMOTERS\* FOR THE DIFFERENT STATEMENTS

\* PROMOTERS ARE THOSE WHO AGREED OR STRONGLY AGREED WITH THE STATEMENTS