



# Bloomberg Gender Equality Index FY 2022

IFF is proud to have been recognized by Bloomberg's Gender Equity Index for our transparency.

We are sharing the representational statistics submitted here consistent with our commitment to transparency.

| <b>Leadership</b>  |  |
|--|--|
| Percentage of women on company board                           | 21%  |
| Gender balance in board leadership                             | 50%  |
| Percentage of women executive officers                         | 25%  |
| <b>Talent Pipeline</b>   |  |
| Percentage of women in total management                        | 36%  |
| Percentage of women in senior management                       | 34%  |
| Percentage of women in middle management                       | 37%  |
| Percentage of women in non-managerial positions                | 30%  |
| Percentage of women in total workforce                         | 36%  |
| Percentage of women total promotions                           | 37%  |
| Percentage of Women IT/Engineering                             | 39%  |
| Percentage of new hires are women                              | 35%  |
| Percentage of women attrition                                  | 35%  |
| <b>Pay</b>   |  |
| Adjusted mean gender pay gap                                   | -0.10  |
| Global mean (average) raw gender pay gap                       | -0.09  |
| Time-bound action plan to close its gender pay gap             | In 2022, no gender pay gaps for women were identified. |
| <b>Inclusive Culture</b>                                       |  |
| Number of weeks of fully paid primary parental leave offered   | 16   |
| Number of weeks of fully paid secondary parental leave offered | 16   |
| Parental leave retention rate                                  | 93%  |

