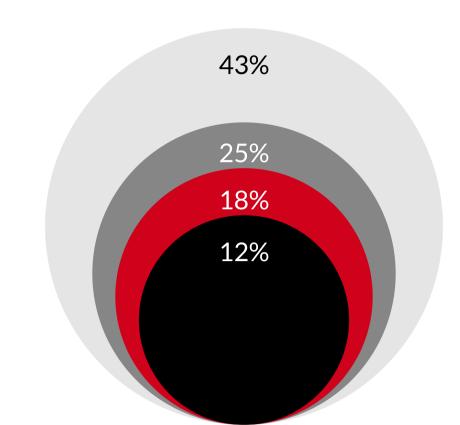
Covid Salary Analysis

Summary

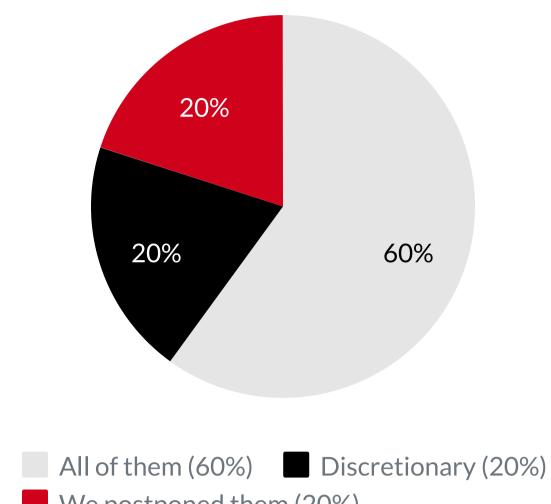
Did you offer salary increases?



- Discretionary (depending on their impact in results) (43.88%)
- We postponed them (25.51%)
- Only to lower salary employees (18.37%)
- All of them (12.24%)

yes, all projects

Did you pay bonuses in Q1/Q2 2020?



- We postponed them (20%)

Did you continue hiring in 2020?

43% 50% 6%

Other measures taken

only urgent bussiness needs

Sanitary protection

Shifts for client facing Bought protective equipment New SSM procedures

WFH

Allowance for equipment

Scenario analysis for 2020

Online Training

Leadership Training Wellbeing Training **Pshychological** Counselling

Emotional Therapy Support

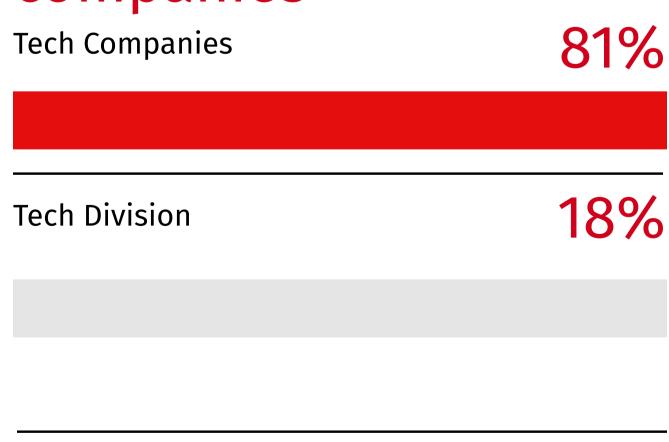
Groups

Reduced salaries

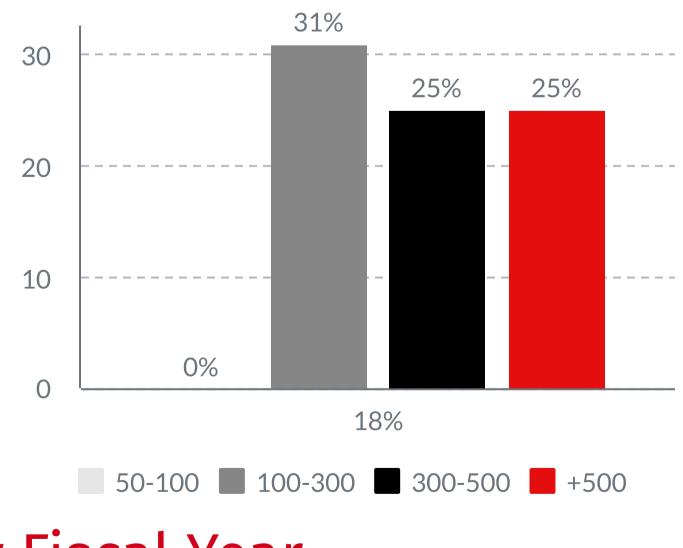
Frozen

Voluntary for managers 10% reduction to all

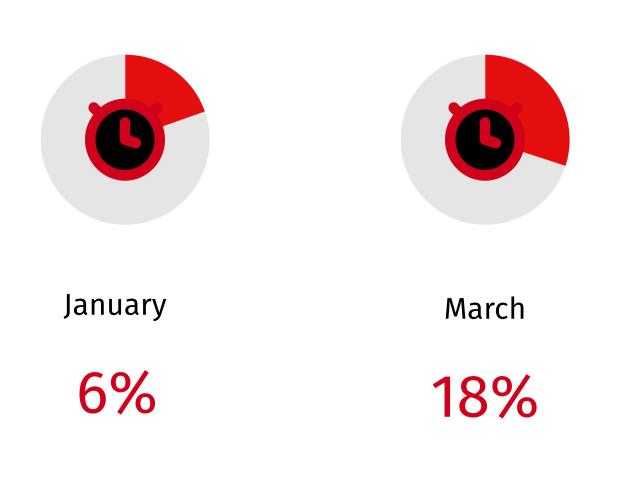
Participating companies



No of tech employees



End of company Fiscal Year







October 6%

68%