

	2016/17	2017/18	2018/2019	2019/2020
Percentage of women in the workforce	17.1%	17.4%	18.1%	18.8%
Percentage of women: managers & professionals	19.9%	20.1%	20.7%	21.4%
Percentage of women: executives	15.8%	19.0%	16.8%	13.9%
Percentage of women: senior management	11.3%	14.6%	16.2%	17.5%
Percentage of women: middle management	17.9%	16.3%	16.6%	17.5%
Percentage of women: junior management	18.3%	18.6%	19.2%	19.6%
Percentage of women in in management positions in revenue-generating functions(**)	14,0%	14.4%	15.0%	15.5%
Percentage of women trained in training sessions (*)	17.0%	17.3%	17.5%	19.3%

Sources: Alstom HRIS. As of March 31st, 2020.

(*)2019 Social survey conducted in 28 countries representing 97.1% of Alstom's total headcount.

2018 Social survey conducted in 28 countries representing 96.3% of Alstom's total headcount.

2017 Alstom social survey conducted in 26 countries representing 95.6% of Alstom's total headcount.

(**) By women in management positions in revenue-generating functions, we are considering all direct functions.