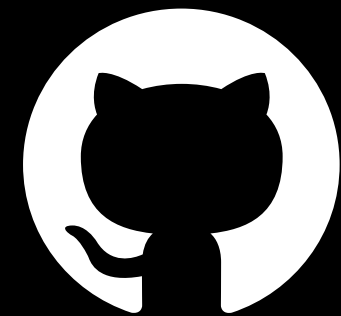




Methodology



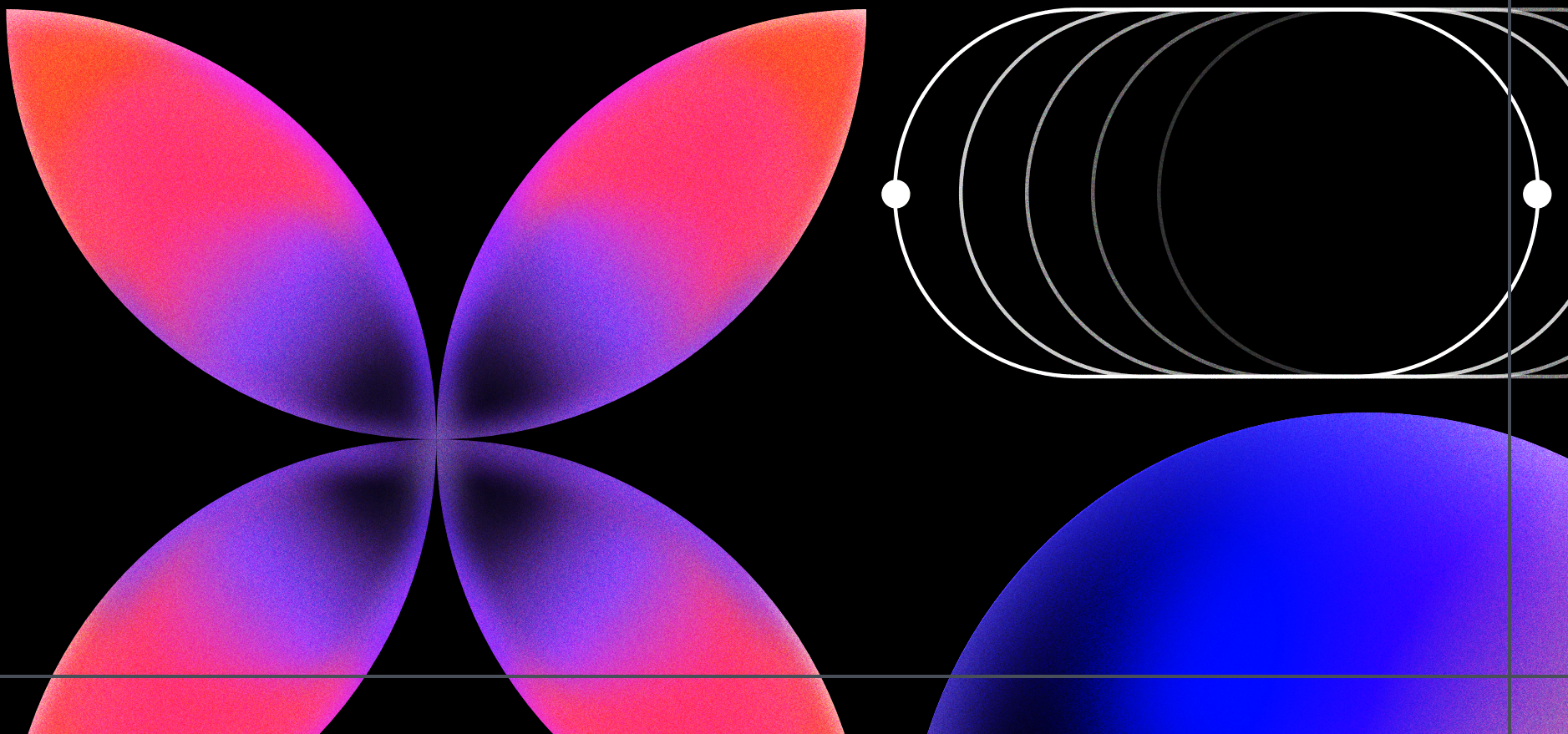
Country, gender & age

Country	BRAZIL	GERMANY	INDIA	USA
BRAZIL	100%	—	—	—
BRAZIL	—	100%	—	—
BRAZIL	—	—	100%	—
BRAZIL	—	—	—	100%

Age	BRAZIL	GERMANY	INDIA	USA
18–29	8%	2%	4%	9%
30–39	35%	49%	46%	51%
40–49	51%	47%	46%	36%
50–64	6%	2%	4%	3%
65+	—	—	0%	—

Gender	BRAZIL	GERMANY	INDIA	USA
MALE	70%	69%	70%	75%
FEMALE	30%	31%	30%	25%
NON-BINARY	—	—	—	0%

In which of the following countries do you currently work?
What is your age? What is your gender please?



Region

BrazilN=500

NORTH	20%
NORTHEAST	32%
CENTRAL WEST	27%
SOUTHEAST	19%
SOUTH	3%

United StatesN=500

NORTHEAST	16%
SOUTH	36%
MIDWEST	13%
WEST	34%

GermanyN=500

BADEN-WURTTEMBERG	6%
BAYERN	8%
BERLIN	19%
BRANDENBURG	7%
BREMEN	7%
HAMBURG	11%
HESSEN	13%
MECKLENBURG-VORPOMMERN	4%
NIERDESACHENSEN	4%
NORDRHEIN-WESTFALEN	12%
RHEINLAND-PFALZ	4%
SAARLAND	2%
SACHSEN	2%
SACHSEN-ANHALT	1%
SCHLESWIG-HOLSTEIN	0%
THURINGEN	0%

Which of the following regions do you currently live in?

Region

India		N=500	
ANDHRA PRADESH	1%	MEGHALAYA	0%
ARUNACHEL PRADESH	1%	MIZORAM	1%
ASSAM	1%	NAGALAND	0%
BIHAR	3%	ODISHA	1%
CHHATTISGARH	5%	PUNJAB	3%
GOA	2%	RAJASTHAN	2%
GUJARAT	7%	SIKKIM	0%
HARYANA	7%	TAMIL NADU	5%
HIMACHAL PRADESH	3%	TELANGANA	6%
JAMMU AND KASHMIR	3%	TRIPURA	—
JHARKHAND	3%	UTTAR PRADESH	5%
KARNATAKA	5%	UTTARAKHAND	1%
KERALA	4%	WEST BENGAL	2%
MADHYA PRADESH	3%	NCT OF DELHI	13%
MAHARASHTRA	11%		
MANIPUR	1%		

Which of the following regions do you currently live in?

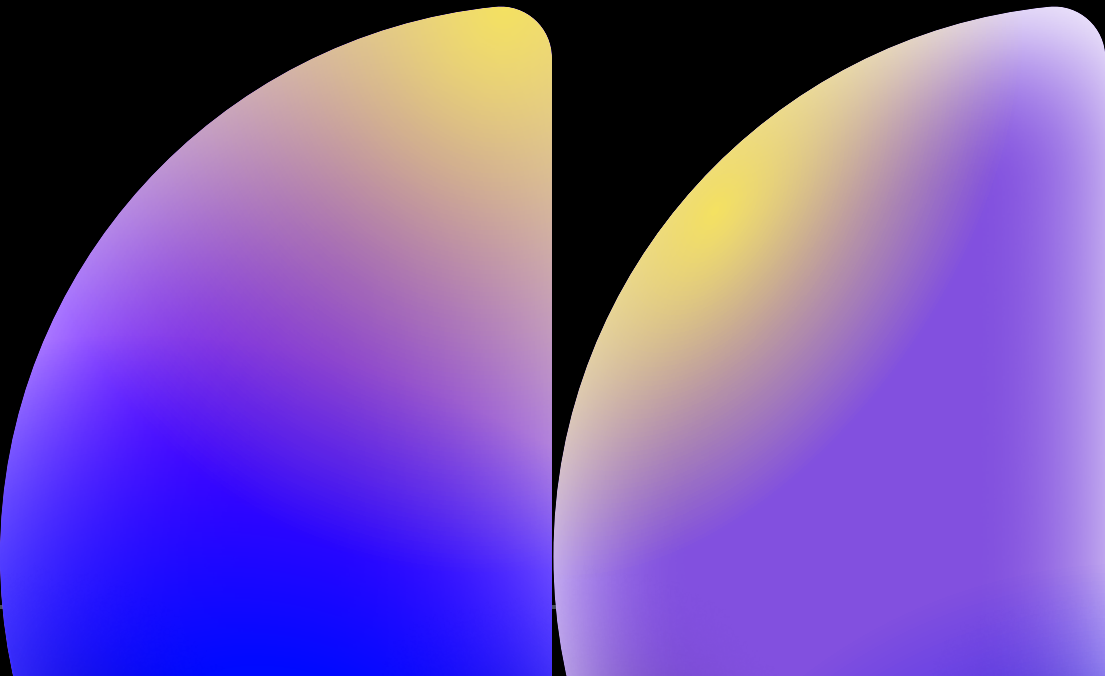


Industry & position

Industry	BRAZIL	GERMANY	INDIA	USA
AUTOMOTIVE	10%	15%	4%	5%
RETAIL /CONSUMER GOODS	8%	5%	10%	9%
FINANCIAL SERVICES	8%	9%	12%	8%
HEALTHCARE/LIFE SCIENCES	4%	7%	8%	6%
HIGH TECH	44%	40%	33%	36%
MANUFACTURING	9%	4%	15%	14%
LOGISTICS	4%	4%	4%	8%
PROFESSIONAL SERVICES	7%	6%	7%	6%
PUBLIC SECTOR	5%	3%	2%	3%
TRAVEL AND HOSPITALITY	2%	6%	4%	4%
OTHER	—	—	1%	—

Position	BRAZIL	GERMANY	INDIA	USA
SOFTWARE ENGINEER	31%	32%	29%	24%
SOFTWARE DESIGNER	10%	14%	13%	13%
DEVELOPER	46%	35%	45%	49%
PROGRAMMER	7%	8%	7%	7%
DATA SCIENTISTS	6%	12%	6%	8%

Which of the following best describes the area in which your company operates?
Which of the following best describes your position?

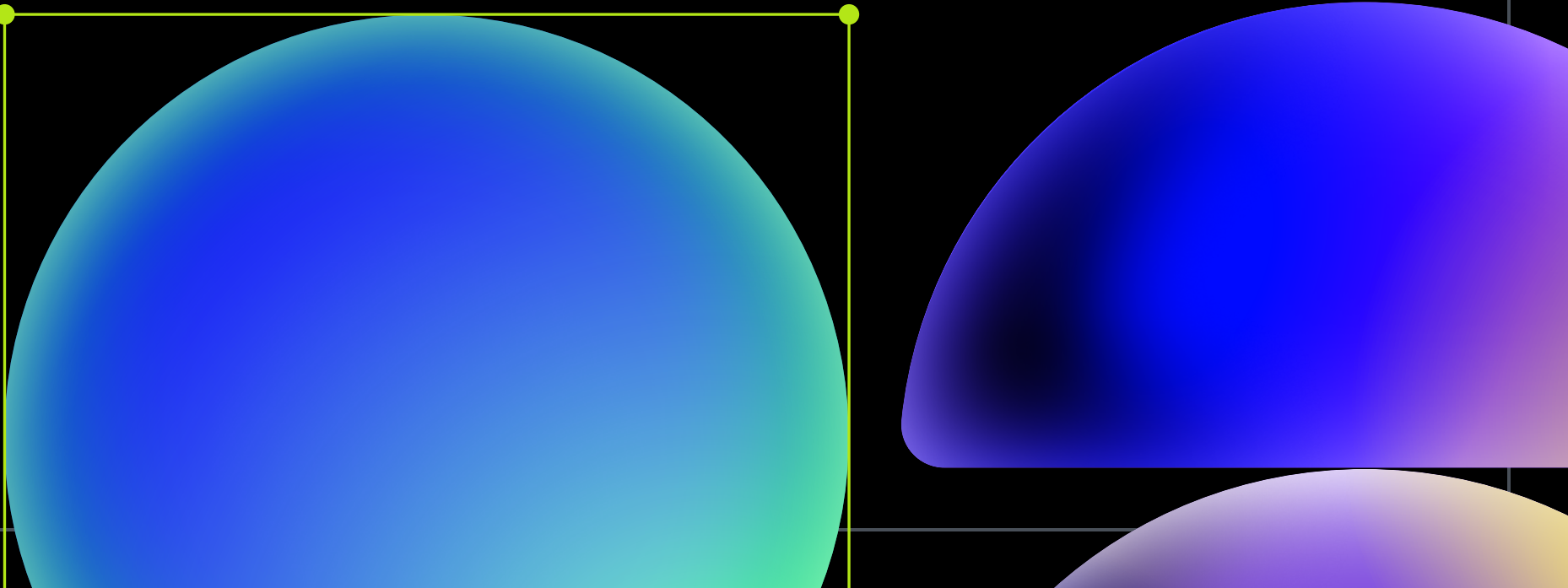


Role & employees

Role	BRAZIL	GERMANY	INDIA	USA
BACKEND DEVELOPMENT	19%	18%	16%	20%
FRONTEND DEVELOPMENT	13%	17%	18%	27%
FULL STACK DEVELOPMENT	28%	38%	30%	30%
MOBILE DEVELOPMENT	6%	4%	4%	2%
OPERATIONS	8%	5%	6%	6%
DEVOPS ENGINEER	250%	18%	25%	15%

Employees	BRAZIL	GERMANY	INDIA	USA
1,000 TO UNDER 1,500	41%	35%	39%	51%
1,500 OR MORE	59%	65%	61%	49%

Which of the following best describes your primary role?
How many employees does your company have?



Revenue

India

UNDER INR 4.1 BILLION	3%
INR 4.1 BILLION TO UNDER INR 8.3 BILLION	4%
INR 8.3 BILLION TO UNDER INR 20.7 BILLION	12%
INR 20.7 BILLION TO UNDER INR 41.4 BILLION	23%
INR 41.4 BILLION TO UNDER INR 62.2 BILLION	26%
INR 62.2 BILLION TO UNDER INR 82.9 BILLION	14%
INR 82.9 BILLION OR MORE	19%

United States

N=500

LESS THAN \$50 MILLION	0%
\$50 MILLION TO LESS THAN \$100 MILLION	5%
\$100 MILLION TO LESS THAN \$250 MILLION	11%
\$250 MILLION TO LESS THAN \$500 MILLION	22%
\$500 MILLION TO LESS THAN \$750 MILLION	27%
\$750 MILLION TO LESS THAN \$1 BILLION	15%
\$1 BILLION OR MORE	21%

Which of the following categories includes your company's annual sales revenue?

Revenue

Brazil

UNDER INR 4.1 BILLION	0%
INR 4.1 BILLION TO UNDER INR 8.3 BILLION	3%
INR 8.3 BILLION TO UNDER INR 20.7 BILLION	13%
INR 20.7 BILLION TO UNDER INR 41.4 BILLION	23%
INR 41.4 BILLION TO UNDER INR 62.2 BILLION	27%
INR 62.2 BILLION TO UNDER INR 82.9 BILLION	17%
INR 82.9 BILLION OR MORE	16%

Germany

N=500

LESS THAN €46 MILLION	1%
€46 MILLION TO UNDER €93 MILLION	5%
€93 MILLION TO UNDER €231 MILLION	5%
€231 MILLION TO UNDER €463 MILLION	21%
€463 MILLION TO UNDER €696 MILLION	24%
€696 MILLION TO UNDER €927 MILLION	15%
€927 MILLION OR MORE	29%

Which of the following categories includes your company's annual sales revenue?