

2021

NEW ERA - NEW FEES

**Top managers
Executives**

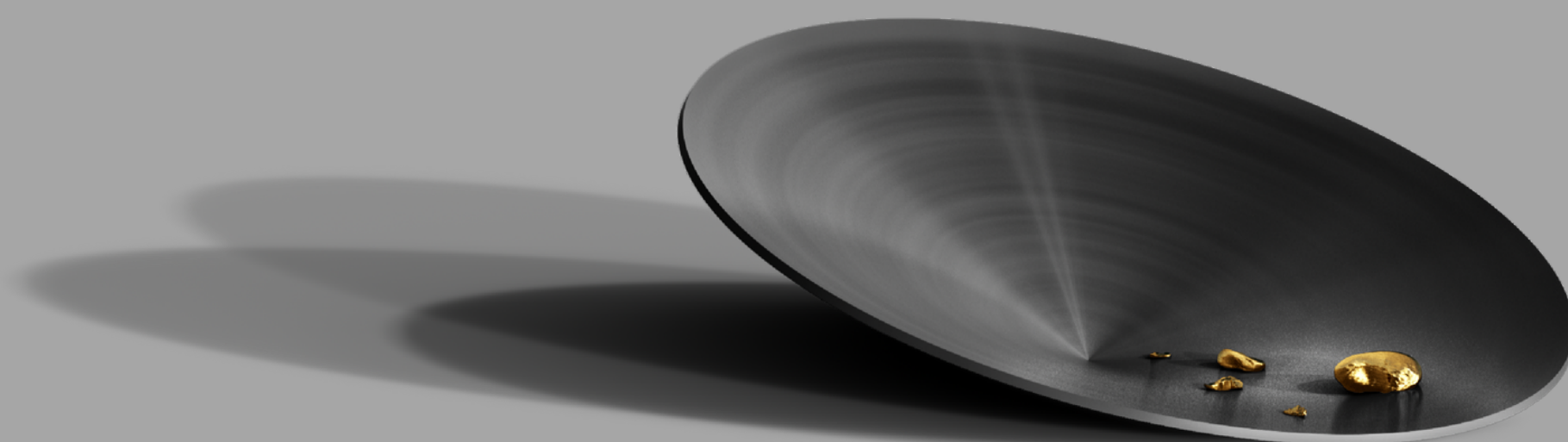
25%

**All other
appointments**

21%

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of recruitment**

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