

GRI Content Index

GRI 101: FOUNDATION 2016

GENERAL DISCLOSURES

GRI 102: GENERAL DISCLOSURES 2016

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																												
102-1	Name of the organization	HARMAN International																												
102-2	Activities, brands, products, and services	HARMAN International designs and engineers connected products and solutions for automakers, consumers, and enterprises worldwide, including connected car systems, audio and visual products, enterprise automation solutions, and services supporting the Internet of Things. Brands including AKG®, Harman Kardon®, Infinity®, JBL®, Lexicon®, Mark Levinson®, and Revel®.																												
102-3	Location of headquarters	Stamford, Connecticut, USA																												
102-4	Location of operations	Our products are sold worldwide, with the largest markets located in the United States and Germany. In the United States, our North American automotive headquarters sits in Novi, Michigan. Outside of the United States, we have offices and manufacturing facilities across the globe. Manufacturing primarily occurs in Brazil, Hungary, Germany, China, India, and Mexico. The complete list of manufacturing locations is as follows: Pune, India; Manaus, Brazil; Nova Santa Rita, Brazil; Queretaro, Mexico; Tijuana, Mexico; Juarez, Mexico; Pecs, Hungary; Szekesfehervar I, Hungary; Szekesfehervar II, Hungary; Suzhou, China; Dandong, China; El Paso, TX																												
102-5	Ownership and legal form	HARMAN International is a wholly-owned subsidiary of Samsung Electronics Co., Ltd.																												
102-6	Markets served	HARMAN International serves global markets and is a leader in connected car technology, lifestyle audio innovations, professional audio and lighting solutions, and digital transformation.																												
102-7	Scale of the organization	HARMAN International employs around 30,000 people across the Americas, Europe, and Asia, and has operations globally. HARMAN operates with a healthy balance of debt to equity.																												
102-8	Information on employees and other workers	<table border="1"> <thead> <tr> <th colspan="2"></th> <th>% Permanent</th> <th>% Temporary</th> </tr> </thead> <tbody> <tr> <td colspan="2">All Employees</td> <td>99</td> <td>1</td> </tr> <tr> <td rowspan="3">Gender</td> <td>Female</td> <td>37</td> <td>26</td> </tr> <tr> <td>Male</td> <td>63</td> <td>72</td> </tr> <tr> <td>Not declared</td> <td><1</td> <td>2</td> </tr> <tr> <td rowspan="3">Region</td> <td>Americas</td> <td>29</td> <td>5</td> </tr> <tr> <td>Asia-Pacific</td> <td>47</td> <td>39</td> </tr> <tr> <td>Europe, Middle East, Africa</td> <td>24</td> <td>56</td> </tr> </tbody> </table> <p>*All data is based on FY21 closing headcount. Total Permanent employees = 30,774; Total Temporary employees = 310.</p>			% Permanent	% Temporary	All Employees		99	1	Gender	Female	37	26	Male	63	72	Not declared	<1	2	Region	Americas	29	5	Asia-Pacific	47	39	Europe, Middle East, Africa	24	56
		% Permanent	% Temporary																											
All Employees		99	1																											
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102-9	Supply chain	HARMAN engages with suppliers globally. All suppliers and sub-suppliers to HARMAN are required to conduct business in accordance with HARMAN's Supplier Code of Conduct to ensure integrity in operations and alignment with HARMAN values and principles.																												
102-10	Significant changes to the organization and its supply chain	In the 2021 reporting year, there have been no significant changes to HARMAN's size, structure, ownership, or supply chain.																												
102-11	Precautionary Principle or approach	Elements of the precautionary approach have been integrated into the organization's approach to risk management. New products and capital investments are reviewed for potential impacts to the environment and potential risks are identified and addressed accordingly.																												

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
102-12	External initiatives	Key external initiatives and memberships include: Chief Executives for Corporate Purpose; Consumer Technology Association; National Association of Manufacturers; RE100; The Climate Pledge; Alliance for Automotive Innovation’s Energy and Environment Committee; Drive Sustainability; Sustainable Packaging Coalition; Sustainable Purchasing Leadership Council; Responsible Business Alliance; U.S. Chamber of Commerce
102-13	Membership of associations	Key external initiatives and memberships include: Chief Executives for Corporate Purpose; Consumer Technology Association; National Association of Manufacturers; RE100; The Climate Pledge; Alliance for Automotive Innovation’s Energy and Environment Committee; Drive Sustainability; Sustainable Packaging Coalition; Sustainable Purchasing Leadership Council; Responsible Business Alliance; U.S. Chamber of Commerce
102-14	Statement from senior decision-maker	CEO Letter
102-16	Values, principles, standards, and norms of behavior	The organization’s values, principles, standards, and norms of behavior are outlined in the company’s policies including the International Code of Conduct, Supplier Code of Conduct, and our Conflict Minerals Policy statement.
102-17	Mechanisms for advice and concerns about ethics	Within our Code of Conduct, HARMAN details our whistleblower policy, zero-tolerance retaliation, and grievance mechanism. All employees, workers, and business associates that interact with HARMAN are encouraged to speak up and seek help with several options to report, including a Whistleblower Hotline, open-door policy, and HARMAN Legal or HR Professional connection.
102-18	Governance structure	HARMAN’s ESG Committee operates across divisions. Ultimately, the goal is to uphold our global purpose by holding all teams accountable for their sustainability initiatives and achieving related goals. The ESG Committee consists of senior leaders from across the company whose business operations and responsibilities impact climate and the environment, including supply chain, procurement, operations, manufacturing, health and safety, employee wellness, legal, communications, and government affairs. The Senior Leadership Committee (SLC) also has responsibility for decision-making on ESG topics and is tasked with the responsibility to keep the Board apprised of relevant concerns.
102-40	List of stakeholder groups	Employees, customers, and peers.
102-41	Collective bargaining agreements	As per HARMAN’s Supplier Code of Conduct, suppliers shall respect the right for, and not interfere with, workers in forming, joining, organizing, representing, and administering trade unions of their choice and bargaining collectively with the supplier, to the extent of the law. Management of suppliers must ensure workers and representatives are not subject to discrimination, harassment, intimidation, or retaliation for participating in unions. Additionally, there are a number of collective agreements active at HARMAN manufacturing sites (e.g., Hungary).
102-42	Identifying and selecting stakeholders	The assessment focused on stakeholders that represent an interest in or influence on current or future HARMAN objectives, including employees, customers, and peers.
102-43	Approach to stakeholder engagement	Stakeholder engagement occurs frequently, including through customer surveys, employee activation events, and supplier sustainability questionnaires.
102-44	Key topics and concerns raised	For strategic action and tactical action: Energy Management & GHG Emissions; Product Lifecycle, Packaging, Circular Economy; Diversity & Inclusion; Employee Retention & Recruitment; Supplier Monitoring & Engagement; and Customer User Experience, Relevance; Raw Material Sourcing & Risks; Non-Hazardous Waste Management; Hazardous Waste & Chemicals Management; Workforce Management; Human Rights & Fair Labor Practices; Employee Health & Safety; ESG Leadership; Transparency/Traceability; Strategy/Commitment to Sustainability; Information Security/Data Management; and Business Ethics & Transparency
102-45	Entities included in the consolidated financial statements	In this Report, “HARMAN” refers to the entire global business operations for the 2021 calendar year of HARMAN International, a wholly owned subsidiary of Samsung Electronics Co., Ltd.
102-46	Defining report content and topic Boundaries	The results of the materiality assessment identified 17 material topics for HARMAN to approach with strategic and/or tactical action. Reporting on the material topics was also supplemented by guidance from the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
102-47	List of material topics	<p>Environmental: Energy Management & GHG Emissions; Product Lifecycle, Packaging, Circular Economy; Raw Material Sourcing & Risks; Non-Hazardous Waste Management; Hazardous Waste & Chemicals Management</p> <p>Social: Diversity & Inclusion; Employee Retention & Recruitment; Workforce Management; Human Rights & Fair Labor Practices; Employee Health & Safety</p> <p>Governance: Supplier Monitoring & Engagement; Customer User Experience; ESG Leadership; Transparency/Traceability; Strategy/Commitment to Sustainability; Information Security/Data Management; Business Ethics & Transparency</p>
102-48	Restatements of information	Historical data may be modified and/or restated to reflect changes in business structure, as well as improvements in data collection methods and accuracy. Data presented in this report reflects the most up-to-date information as per the time of report publication.
102-49	Changes in reporting	There are no significant changes from previous reporting periods in the list of material topics and topic boundaries.
102-50	Reporting period	This report discloses information for the reporting period CY2021. Any mention of initiatives commencing after CY2021 is solely intended to provide current context; reporting on specific outcomes or data from these initiatives is excluded.
102-51	Date of most recent report	2020 Corporate Citizenship Report
102-52	Reporting cycle	Bi-annual
102-53	Contact point for questions regarding the report	For questions or comments on this report, please contact OneHarmanESG@harman.com
102-54	Claims of reporting in accordance with the GRI Standards	HARMAN's sustainability reporting has been prepared in accordance with the GRI Standards (2016).
102-55	GRI content index	The GRI Content Index is included as a downloadable asset on HARMAN's Sustainability Report website .
102-56	External assurance	HARMAN has not pursued external assurance of the 2021 Sustainability Report.

MATERIAL TOPICS

ECONOMIC

GRI 103: MANAGEMENT APPROACH 2016

103-1/2/3	Management approach	HARMAN's ESG Governance document provides an overview of business operations related to economic performance, along with reference to governance mechanisms and business priorities. This document represents the management approach for material topics identified in the 2021 Materiality Assessment and GRI 200 level indicators.
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GRI 205: ANTI-CORRUPTION 2016

205-2	Communication and training about anti-corruption policies and procedures	Full details can be found in both HARMAN's Anti-Corruption Policy and Foreign Corrupt Practices Act Compliance Policy which outline types of activities strictly prohibited based on location. Globally, 20,430 employees were trained on anti-corruption practices and policies through the HARMAN University platform.
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ENVIRONMENT

GRI 103: MANAGEMENT APPROACH 2016

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
103-1/2/3	Management approach	Resource consumption and management within HARMAN is an important way for us to reduce our organizational carbon footprint and reach our target of achieving carbon neutrality by 2040. To support these efforts, our focus in the near-term is on renewable energy, responsibly sourced and recycled materials, zero waste to landfill, and value chain partnerships. In alignment with our renewable electricity goals, in 2021, our first on-site solar installation came online in Pune, India. We monitor and track our emissions annually, using 2019 data as a baseline.

GRI 302: ENERGY 2016

302-1	Energy consumption within the organization	191,407 MWh (total); 13.5 MWh of renewable energy, purchased through on-site solar installation owned by a third party
302-3	Energy intensity	0.000022 MWh / total revenue (USD) Total energy: 191,407 MWh Total revenue, 2021 (USD): 8,700,000,000
302-5	Reductions in energy requirements of products and services	Reduced energy requirements in HARMAN Luxury Audio division products: In normal use Class G power amplifiers require approximately 50% less input energy than equivalent Class AB amplifiers. This technology is used in about half of the Arcam and JBL amplifiers and AV receivers sold by Harman's Luxury Audio division.

GRI 303: WATER AND EFFLUENTS 2018

303-5	Water consumption	244,793 m ³
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GRI 305: EMISSIONS 2016

305-1	Direct (Scope 1) GHG emissions	9,952 metric tons CO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	59,407 metric tons CO ₂ e (market-based); 55,343 metric tons CO ₂ e (location-based)
305-4	GHG emissions intensity	0.00000797 metric tons CO ₂ e / total revenue (USD) Total Scope 1 + 2 (market-based): 69,359 metric tons CO ₂ e Total revenue, 2021 (USD): 8,700,000,000

GRI 306: EFFLUENTS AND WASTE 2016

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE	
306-2	Waste by type and disposal method		CY 2021
		Total Non-Hazardous Manufacturing Waste [t]	11,644
		Reuse [t]	738
		Recycling [t]	8,352
		Composting [t]	224
		Recovery [t]	10,059
		Incineration [t]	508
		Landfill [t]	1,013
		Other [t]	62
		Total Hazardous Manufacturing Waste [t]	535
		Reuse [t]	20
		Recycling [t]	102
		Recovery [t]	122
		Incineration [t]	173
		Landfill [t]	140
		Other [t]	99
		Total Manufacturing Waste [t]	12,179
		% Total Waste, Hazardous	4.4%
		% Total Waste, Recycled	70%
		% Total Waste Diversion Rate from Manufacturing	91%
Measured in t = tonne			

GRI 307: ENVIRONMENTAL COMPLIANCE 2016

307-1	Non-compliance with environmental laws and regulations	In the reporting year, there were no known significant fines or non-monetary sanctions for non-compliance.
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SOCIAL

GRI 103: MANAGEMENT APPROACH 2016

103-1/2/3	Management approach	HARMAN prioritizes diverse hiring practices, safe workplaces, professional development, and upward internal mobility. To support these efforts, HARMAN utilizes platforms such as HARMAN University and HARMAN Flex (both found in the "Our Employees" section of the 2021 Sustainability Report), along with ISO safety certifications and human rights policies found in the Supplier Code of Conduct and Statement on Human Trafficking.
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GRI 401: EMPLOYMENT 2016

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE								
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th colspan="2"></th> <th>% New Hire Rate</th> <th>% Employee Turn-over/ Attrition Rate</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>Total</td> <td>8,708</td> <td>8,681</td> </tr> </tbody> </table>			% New Hire Rate	% Employee Turn-over/ Attrition Rate	Total	Total	8,708	8,681
				% New Hire Rate	% Employee Turn-over/ Attrition Rate					
		Total	Total	8,708	8,681					
		By Age	30 and under	52	41					
			31-64	17	22					
			65+	8	29					
			Not declared	160	135					
		Gender	Female	29	28					
			Male	28	28					
			Not declared	626	400					
		Region	Americas	23	29					
Asia-Pacific	34		29							
Europe, Middle East, Africa	24		25							
Not declared	626		400							
401-3	Parental leave	HARMAN offers Paid Parental Bonding Leave to birthing, adopting, and fostering parents. Eligible employees with a new family addition receive 100% of base pay for up to 12-weeks.								
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016

403-1	Occupational health and safety management system	HARMAN occupational health and safety follows recognized ISO guidelines, obtaining ISO 45001 and ISO 14001 certifications for the following manufacturing sites: Manaus, Brazil; Suzhou, China; Dandong, China; Pecs, Hungary; Szekesfehervar, Hungary facilities; Pune, India; Cd. Juarez, Mexico; Queretaro, Mexico
403-8	Workers covered by an occupational health and safety management system	HARMAN drives efforts through the use of a comprehensive environment, health, safety and sustainability (EHSS) management system, ensuring all employees, no matter their function or location, are provided a safe working environment. 100% of HARMAN operations are covered under the EHSS system.
403-9	Work-related injuries	Lost time injury (LTI) severity rate for direct workforce based on 1,000,0000 hours worked is 0.153 for 2021.

GRI 404: TRAINING AND EDUCATION 2016

404-1	Average hours of training per year per employee.	Total learning hours across all platforms in 2021: 296,138 hours Average training hours per employee in 2021: 9.25 hours (average headcount of 32,000 employees)
404-2	Programs for upgrading employee skills and transition assistance programs	HARMAN University is a comprehensive online and location-based hybrid learning curriculum and resource, offering customizable training sessions and professional development programs for all employees. In 2021, 22,780 distinct workers across all locations received career- or skills-related training representing 71.18% of the total workforce, equating to 296,138 total learning hours.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																		
405-1	Diversity of governance bodies and employees	U.S.-Based Demographics CY 2021 (Race)																		
		<table border="1"> <thead> <tr> <th>Demographic (Race)</th> <th>US Employees (2021 Total)</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>1,077 (53.29%)</td> </tr> <tr> <td>Asian</td> <td>532 (26.32%)</td> </tr> <tr> <td>Not Specified</td> <td>102 (5.05%)</td> </tr> <tr> <td>Hispanic/Latino</td> <td>189 (9.35%)</td> </tr> <tr> <td>Black or African American</td> <td>91 (4.5%)</td> </tr> <tr> <td>Two or More Races</td> <td>25 (1.24%)</td> </tr> <tr> <td>Native Hawaiian or Other Pacific Islander</td> <td>3 (0.15%)</td> </tr> <tr> <td>American Indian or Alaska Native</td> <td>2 (0.10%)</td> </tr> </tbody> </table>	Demographic (Race)	US Employees (2021 Total)	White	1,077 (53.29%)	Asian	532 (26.32%)	Not Specified	102 (5.05%)	Hispanic/Latino	189 (9.35%)	Black or African American	91 (4.5%)	Two or More Races	25 (1.24%)	Native Hawaiian or Other Pacific Islander	3 (0.15%)	American Indian or Alaska Native	2 (0.10%)
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Global Demographics CY 2021 (Gender)																				
<table border="1"> <thead> <tr> <th>Demographic (Gender)</th> <th>Total (Global)</th> <th>Management (Global)</th> <th>Technical Staff (Global)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>19,862 (64%)</td> <td>5,264 (83%)</td> <td>7,586 (73%)</td> </tr> <tr> <td>Female</td> <td>11,003 (36%)</td> <td>1,060 (17%)</td> <td>2,792 (27%)</td> </tr> </tbody> </table>	Demographic (Gender)	Total (Global)	Management (Global)	Technical Staff (Global)	Male	19,862 (64%)	5,264 (83%)	7,586 (73%)	Female	11,003 (36%)	1,060 (17%)	2,792 (27%)								
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GRI 408: CHILD LABOR 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	HARMAN prohibits the use of child labor throughout its supply chain. Additional details can be found in the Supplier Code of Conduct and the Statement on Modern Slavery and Human Trafficking.
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GRI 409: FORCED OR COMPULSORY LABOR 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	HARMAN prohibits all incidents of forced or compulsory labor in its supply chain under any conditions. HARMAN requires that suppliers comply with the conditions stated in HARMAN's Supplier Code of Conduct. Additional details can be found in the HARMAN Supply Chain Corporate Social Responsibility and Sustainability Policy, and HARMAN's Statement on Modern Slavery and Human Trafficking.
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GRI 412: HUMAN RIGHTS ASSESSMENT 2016

412-2	Employee training on human rights policies or procedures	Through HARMAN University, 21,012 employees across all locations received training on recognizing and preventing human rights violations, equating to 65.66% of our workforce.
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Sustainability Accounting Standards Board (SASB) Disclosure Topics

Topics were chosen using the Auto Parts (TR-AP), Electrical & Electronic Equipment (RT-EE), Household Personal Products (CG-HP), Hardware (TC-HW), and E-Commerce (CG-EE) industry-specific standards.

TOPIC	CODE (STANDARD)	ACCOUNTING METRIC	PAGE/REFERENCE
Energy Management	TR-AP-130a.1 (Auto Parts) / RT-EE-130a.1 (Electrical & Electronic Equipment) / CG-EC-130a.1 (E-Commerce)	(1) Total energy consumed, GJ, (2) percentage grid electricity, (3) percentage renewable	(1) 689,065 GJ, (2) 71%, (3) 1.2%
Waste Management	TR-AP-150a.1 (Auto Parts)	(1) Total amount of waste from manufacturing, t, (2) percentage hazardous, (3) percentage recycled	(1) 12,179 t, (2) 4.4%, (3) 70%
	RT-EE-150a.1 (Electrical & Electronic Equipment)	Amount of hazardous waste generated (t), percentage recycled	535 t, 19%
Materials Sourcing	TR-AP-440a.1 (Auto Parts) / RT-EE-440a.1 (Electrical & Electronic Equipment) / TC-HW-440a.1 (Hardware)	Description of the management of risks associated with the use of critical material	HARMAN is committed to ethical supply chain practices. Our products contain tantalum, tin, tungsten and gold, and we survey our global supply chain for conflict minerals to reasonably assure that our products are conflict-free. Suppliers are expected, at a minimum, to report to us annually, establish consistent policy on conflict minerals issues, and complete our conflict minerals reporting template (CMRT) survey.
Product Environmental, Health, and Safety Performance	CG-HP-410a.2 (Household & Personal Products)	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	In 2021, HARMAN launched a sustainable packaging initiative, which introduced sustainable packaging guidelines for all new products. Strategies to reduce the environmental impact of packaging throughout the product lifecycle include increasing the use of post-consumer recycled plastic and paper packaging, a shift from conventional inks to soy ink printing, the elimination of non-essential power cords, and optimization of packaging to the size of the product (right-sizing).

TOPIC	CODE (STANDARD)	ACCOUNTING METRIC	PAGE/REFERENCE												
Business Ethics	RT-EE-510a.1 (Electrical & Electronic Equipment)	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<p>As a global company, HARMAN complies with the laws of all countries of operation. These include laws that prohibit unethical business practices—such as bribery, kickbacks or payoffs. HARMAN is committed to ethical practices and has guidance and policies in place to educate teams about potential conflicts of interest and the appropriate response or recourse.</p> <p>Full details can be found in both HARMAN's Anti-Corruption Policy and Foreign Corrupt Practices Act Compliance Policy which outline types of activities strictly prohibited based on location.</p>												
Employee Diversity & Inclusion	TC-HW-330a.1 (Hardware) / CG-EC-330a.3 (E-Commerce)	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<p>Racial/ethnic group representation is self-reported by all HARMAN employees in the U.S.</p> <p>White: 53% Asian: 26% Hispanic/Latino: 9% Black or African American: 5% Two or more races: Native Hawaiian or Other Pacific Islander: <1% American Indian or Alaska Native: <1% Not specified: 5%</p> <p>Global Demographics CY 2021 (Gender)</p> <table border="1"> <thead> <tr> <th>Demographic (Gender)</th> <th>Total (Global)</th> <th>Management (Global)</th> <th>Technical Staff (Global)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>19,862 (64%)</td> <td>5,264 (83%)</td> <td>7,586 (73%)</td> </tr> <tr> <td>Female</td> <td>11,003 (36%)</td> <td>1,060 (17%)</td> <td>2,792 (27%)</td> </tr> </tbody> </table>	Demographic (Gender)	Total (Global)	Management (Global)	Technical Staff (Global)	Male	19,862 (64%)	5,264 (83%)	7,586 (73%)	Female	11,003 (36%)	1,060 (17%)	2,792 (27%)
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