



2022

Best telco to ace
"Diversity in Leadership"

Asia Pacific

twimbit



Best telco to ace "Diversity in Leadership"



Spark^{nz}

JUNE 2022



recognising
winners shaping
our future

The “twimbit Asia Pacific telecom service provider winners” program has been instituted to recognise outstanding performers in the industry. The winners are decided based on the extensive research done by our analyst team over the last 12 months. We hope these awards will motivate and inspire individuals, teams and leaders to continue their journey in driving growth and innovation for the industry.

Selection Process

- The winners are decided based on **extensive research of all publicly released material by the companies**. So, if you have reported your progress, we have captured it.
- There are **no nominations** to be evaluated for this program. We believe that having a nomination process restricts the universe of companies being considered for identifying the winners. We have taken the approach to evaluate every company that discloses information and competes in the market.
- **Criteria for selection:** A high degree of emphasis has been placed on quantitative metrics such as revenue growth, subscriber growth, EBITDA margins, etc.
- We defined the **categories** and its specific measurements to showcase how the leaders are transforming and driving the industry forward.
- For each winner, best practice insights are provided as to what makes them special.
- The winners are published on ***www.twimbit.com/winners***.

Organisations are welcome to use the recognition without any constraint or copyright issues. Additionally, premium deliverables such as winner logos, write-ups, analyst quotes and presentations are available on request.

We welcome all forms of feedback as we endeavour to make this a credible program that supports the growth of this industry.

twimbit Asia Pacific telecom service provider winners 2022

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|----|--|---|
| 1 | Best Customer Experience |  |
| 2 | Best In-store Experience |  |
| 3 | Best Digital Experience |  |
| 4 | Best Employee Experience |  |
| 5 | Best Network Innovation |  |
| 6 | Best telco to ace "Diversity in Leadership" |  |
| 7 | Best telco to ace "Growth beyond connectivity" |  |
| 8 | Best telco to ace "E-commerce" |  |
| 9 | Best telco to ace "Financial Services" |  |
| 10 | Best telco to ace "Content & Media" |  |
| 11 | Best telco to ace "5G" |  |
| 12 | Best telco to ace "Enterprise Business" |  |
| 13 | Telco of the Year |  |

Best telco to ace "Diversity in Leadership"

Building a diverse and inclusive workforce is becoming a priority for every company. Special emphasis is being directed towards addressing the lower women representation in the telecom industry talent pool.

*twimbit recognises Spark
as the Best telco to ace "Diversity in Leadership"*

"Spark is the first telecom company in New Zealand to achieve the Rainbow Tick certification in 2017."

- The Rainbow tick certificate is awarded to companies that embrace the diversity of sexual and gender identities.
- Spark Board is 43% women and 57% men; three are women directors (including the CEO), while four directors are men. Leadership teams are split 50:50 between both genders. They also have 42% women in senior roles (outside the Board and Leadership Squad).
- Spark has set a goal to reach 40:40:20 representation Spark-wide (40% men, 40% women, and 20% gender-irrespective and gender diverse representatives)



Insights



Immersions



Challenges

How can we help?

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