

Employee Key Figures

Personnel Structure ¹	Unit	2025	2024
Employees	Headcount	10,503	10,351
Female	Headcount	6,051	5,934
Male	Headcount	4,452	4,412
Other or not disclosed	Headcount	0	5
Permanent	Headcount	9,278	9,162
Female	Headcount	5,298	5,222
Male	Headcount	3,980	3,935
Other or not disclosed	Headcount	0	5
Temporary	Headcount	1,225	1,189
Female	Headcount	752	712
Male	Headcount	473	477
Other or not disclosed	Headcount	0	0
Full-time	Headcount	8,548	8,401
Female	Headcount	4,573	4,400
Male	Headcount	3,975	3,996
Other or not disclosed	Headcount	0	5
Part-time	Headcount	1,570	1,540
Female	Headcount	1,232	1,259
Male	Headcount	338	281
Other or not disclosed	Headcount	0	0
Non-guaranteed hours²	Headcount	385	410
Female	Headcount	264	275
Male	Headcount	121	135
Other or not disclosed	Headcount	0	0
Age structure	Headcount	10,503	10,351
Under 30 years	Headcount	2,709	2,780
30 to 50 years	Headcount	5,605	5,493
Over 50 years	Headcount	2,189	2,078
Not disclosed	Headcount	0	0
Workers Who Are Not Employees			
Workers who are not employees	Headcount	440	303

New Hires and Employee Turnover ³			
New hires	Headcount	2,246	3,233
Female	Headcount	1,381	1,916
Male	Headcount	863	1,316
Other or not disclosed	Headcount	2	1
New hires ratio	%	21.4	31.2
Female	%	26.1	32.3
Male	%	21.7	29.8
Other or not disclosed	%	n/a	20.0
Employee turnover	Headcount	2,275	2,566
Female	Headcount	1,401	1,579
Male	Headcount	869	987
Other or not disclosed	Headcount	5	0
Employee turnover ratio	%	21.7	24.8
Female	%	23.2	26.6
Male	%	19.5	22.4
Other or not disclosed	%	n/a	0

Family-Related Leave ⁴			
Employees entitled to take family-related leave	Headcount	10,057	9,553
Employees who took family-related leave	Headcount	1,101	1,006
Female	Headcount	628	741
Male	Headcount	473	261
Other or not disclosed	Headcount	0	5

Diversity, Equity, and Inclusion			
Senior leadership⁵			
Female	%	30.2	32.8
Male	%	69.8	67.2
Other or not disclosed	%	0	0
Employees with disabilities	Headcount	201	285
Employees with regular performance and career development reviews	Headcount	6,433	7,826
Female	Headcount	3,679	4,391
Male	Headcount	2,754	3,431
Other or not disclosed	Headcount	0	5
Employees working from home (at least once a week)	Headcount	1,954	1,896

Occupational Health Management			
Recordable work-related accidents of employees	Headcount	187	225
Collective Bargaining / Workers' Representatives			
Employees covered by collective bargaining agreements group-wide	Headcount	3,738	3,859
Employees covered by workers' representatives in the European Economic Area	Headcount	3,447	3,157

¹ All employee groups (including trainees, students, apprentices, and interns) as of December 31, 2025. This applies to all figures on pages 112 to 113.
² Employees without a guarantee of a minimum or fixed number of working hours, such as casual employees, employees with zero-hour contracts, and on-call employees.
³ New hires are all externally recruited employees. The corresponding ratio is divided by the year-end headcount as of December 31, 2025. Employee turnover relates to employees who left voluntarily or due to dismissal, retirement, or death. The corresponding ratio is divided by the year-end headcount as of December 31, 2025.
⁴ This includes maternity leave, paternity leave, parental leave, and carer's leave.
⁵ Employees in senior leadership are defined as employees with leadership responsibility at the first and second management levels below the administrative and supervisory bodies. Locations with a Managing Director reporting to a Director / Vice President in the headquarters are not counted as senior leadership.