

Employees

	Unit	Target	2022	2021	2020	2019
Employees (own)	Total number		490	470	500	488
Employees (hired)	Total number		5	5	6	12
Own employees in %	Total number	98,0 %	99,0 %	99,0 %	99,0 %	99,0 %
Apprentices	Total number		29	36	35	26
Apprentices in %	%	7,5 %	5,6 %	7,7 %	7,0 %	5,3 %
Total employees	Total number		524	511	541	526
Female employees	Total number		61	60	64	65
Male employees	Total number		429	450	478	463
Female employees in %	%	17,5 %	12,4 %	12,8 %	12,8 %	13,3 %
Female leaders	Total number		8	7	7	7
Male leaders	Total number		41	48	47	43
Female leaders in %	%	17,5 %	16,3 %	12,7 %	13,0 %	14,0 %
Average number of years employed - men	Total number		14,3	14,2	14,6	15,2
Average number of years employed - women	Total number		15,2	14,1	14,3	15,1
Average number of years employed - total	Total number		14,4	14,2	14,5	15,2
Average age - men	Years		45,9	43,5	42,7	42,4
Average age - women	Years		47,9	46,6	46,0	45,9
Average age - total	Years		46	43,8	43,1	42,8
Number of new employees	Total number		55	23	28	39
Turnover (number)	Total number		41	41	26	27
Turnover¹ in %	%	7,5 %	8,5 %	7,8 %	2,8 %	3,7 %
Turnover in % - women	%		9,9 %	5,4 %	2,5 %	4,9 %
Turnover in % - men	%		7,9 %	8,1 %	2,9 %	3,5 %
eNPS²	-100 to +100		-4,0			
Temperature³	1 to 10		7,1			

¹Includes the departure of employees for any reason, including resignation, termination, death or retirement

²Employee Net Promotor Score. 0 is neutral and is usually seen as a positive score ³Engagement and Performance Indicator