

Own workforce Data – FY25

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Workforce breakdown

2025	Male	Female	Other	Not reported	Total
Senior executives	123	43	-	-	166
Managers	243	120	-	-	363
Other employees	5,082	3,958	-	1	9,041
Total	5,082	3,958	-	1	9,570
%of senior executives	1.3%	0.4%	-	-	1.7%
%of managers	2.5%	1.3%	-	-	3.8%
%of other employees	53.1%	41.4%	-	0%	94.5%
2024	Male	Female	Other	Not reported	Total
Senior executives	113	38	-	-	151
Managers	234	98	-	-	332
Other employees	4,943	3,802	-	1	8,746
Total	5,290	3,938	-	1	9,229
%of senior executives	1.2%	0.4%	-	-	1.6%
%of managers	2.5%	1.1%	-	-	3.6%
%of other employees	54%	41%	-	-	94.8%

Breakdown by country 2025	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Italy	37%	56%
Denmark	9%	12%
Germany	13%	13%
Poland	11%	2%
Other EU countries	24%	13%
Countries outside of the EU	5%	4%

Breakdown by country 2024	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total <u>management</u> workforce)
Italy	38%	59%
Denmark	10%	16%
Germany	11%	5%
Poland	10.5%	3%
Other EU countries	25.5%	11%
Countries outside of the EU	5.3%	6%

Turnover rate

Turnover rate by gender 2025	Male	Female	Other	Not reported	Total
Terminated employees	520	375	-	-	919
Turnover rate	6%	4%	-	-	9.8%
Turnover rate by gender 2024	Male	Female	Other	Not reported	Total
Terminated employees	1,060	921	-	-	1,981
Turnover rate	19.2%	22.6%	-	-	20.6%

Turnover rate by age group 2025	<30	30 – 50	>50
Female	21%	9 %	6%
Male	22 %	10%	7%
Turnover rate by age group 2024	<30	30 – 50	>50
Female	29.4%	20.8%	23.7%
Male	26.5%	15.9%	22.8%

Turnover rate by Management Level 2025	Senior Executives	Managers	Other Employees
Female	12%	11%	9%
Male	14%	12%	8%
Turnover rate by Management Level 2024	Senior Executives	Managers	Other Employees
Female	18.2%	18.9%	22.8%
Male	17.6%	14.1%	19.5%

Voluntary turnover rate

Voluntary turnover rate 2025	
Female	5.8%
Male	4.7%
Voluntary turnover rate 2024	
Female	8.7%
Male	8.1%

Voluntary turnover rate by age group 2025	<30	30 – 50	>50
Female	13%	6%	2%
Male	14%	6%	2%
Voluntary turnover rate by age group 2024	<30	30 – 50	>50
Female	19.8%	9.0%	4.1%
Male	18.1%	8.2%	5.3%

Voluntary turnover rate by Management Level 2025	Senior Executives	Managers	Other Employees
Female	12%	11%	6.8%
Male	14%	12%	7.3%
Voluntary turnover rate by Management Level 2024	Senior Executives	Managers	Other Employees
Female	15.6%	6.9%	8.7%
Male	7.6%	7.9%	8.2%

New hiring

New hiring 2025	
Female	524
Male	587
TOTAL	1112

New hiring 2024	
Female	420
Male	485
TOTAL	905

2025	<30	30 – 50	>50	Undefined
Female	245	252	25	2
Male	238	310	35	4
Undefined	0	0	0	0
2024	<30	30 – 50	>50	Undefined
Female	179	206	33	2
Male	186	246	48	5
Undefined	0	1	0	0

2025	Senior Executives	Managers	Other Employees
Female	5	8	511
Male	7	8	572
Undefined	0	0	0
2024	Senior Executives	Managers	Other Employees
Female	2	20	398
Male	4	29	452
Undefined	0	1	0

Training

AVERAGE TRAINING HOURS 2025			
	Senior Executives	Managers	Other Employees
Female	35.2	38.1	25.3
Male	35	32.6	22.7

Average breakdown by country 2025	Training hours
Italy	37
Denmark	12
Germany	17
Poland	25
Other EU countries	14
Countries outside of the EU	27