



Own workforce Data – FY24

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Workforce breakdown

	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	0	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	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	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	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	<30	30 – 50	>50
Female	29.4%	20.8%	23.7%
Male	26.5%	15.9%	22.8%

Turnover rate by Management Level	Senior Executives	Managers	Other Employees
Female	18.2%	18.9%	22.8%
Male	17.6%	14.1%	19.5%

Voluntary turnover rate

Female	8.7%
Male	8.1%

Voluntary turnover rate by age group	<30	30 – 50	>50
Female	19.8%	9.0%	4.1%
Male	18.1%	8.2%	5.3%

Voluntary turnover rate by Management Level	Senior Executives	Managers	Other Employees
Female	15.6%	6.9%	8.7%
Male	7.6%	7.9%	8.2%



New hiring

Female	420
Male	485
TOTAL	905

	<30	30 – 50	>50	Undefined
Female	179	206	33	2
Male	186	246	48	5
Undefined	0	1	0	0

	Senior Executives	Managers	Other Employees
Female	2	20	398
Male	4	29	452
Undefined	0	1	0

	Senior Executives	Managers	Other Employees
Female	2	10	408
Male	4	11	470
Undefined	0	0	1