

## Five years in figures - Social

	2023	2022	2021	2020	2019
<b>Personnel</b>					
Number of employees at the end of the year	17 807	17 581	17 305	17 792	18 795
Average age of employees	42.6	42.5	42.5	42.7	41.6
Permanent employees (%)	93	91	93	94	93
Temporary employees (%)	7	9	7	6	7
Full-time employees (%)	98	96	98	98	98
Part-time employees (%)	2	4	2	2	2
Employee turnover (resigned) (%)	6.1	7.9	7.3	5.6	6.7
Training days (days/employee)	1.3	1.4	1.1	1.1	2.1
Development discussions held annually (%)	100	99	91	91	91
<b>Gender diversity</b>					
Male/female ratio (%)	82/18	83/17	83/17	83/17	83/17
Executive positions globally: male/female ratio (%)	78/22	78/22	80/20	80/20	83/17
<b>Regional diversity</b>					
Number of nationalities	128	127	130	139	140
<b>Injuries</b>					
Number of total recordable injuries (excl. first aid cases)	94	91	94	109	136
Total recordable injuries / million working hours	2.62	2.57	2.65	3.1	3.7
Number of lost time injuries resulting in at least 1 day absence, total	57	56	55	72	85
Lost time injuries / million working hours	1.59	1.58	1.55	2	2.3
<b>Occupational diseases</b>					
Occupational diseases	9	4	3	3	10
Occupational disease cases / million working hours	0.3	0.1	0.09	0.08	0.27
<b>Absence rate</b>					
Absence due to illness (% of total working hours)	1.8	2	2.1	2	2.1
Absence due to lost time injury (% of total working hours)	0.04	0.05	0.06	0.07	0.07
Absence due to occupational diseases (% of total working hours)	0	0	0	0	0
<b>Fatalities</b>					
Number of fatalities, total	0	0	2	0	1
Employees	0	0	1	0	0
Contractors	0	0	1	0	1