

Five years in figures - Social

	2024	2023	2022	2021	2020
Personnel					
Number of employees at the end of the year*	18 913	17 807	17 581	17 305	17 792
Average age of employees	43.3	42.6	42.5	42.5	42.7
Permanent employees (%)	91	93	91	93	94
Temporary employees (%)	9	7	9	7	6
Full-time employees (%)	95	98	96	98	98
Part-time employees (%)	5	2	4	2	2
Employee turnover (resigned) (%)	7.7	6.1	7.9	7.3	5.6
Development discussions held annually (%)	96	100	99	91	91
Gender diversity (%)					
Male/female ratio	81/19	82/18	83/17	83/17	83/17
Executive positions globally: male/female ratio	N/A	78/22	78/22	80/20	80/20
Regional diversity					
Number of nationalities	128	128	127	130	139
Injuries					
Number of total recordable injuries (excl. first aid cases)					
Employees	81	94	91	94	109
Contractors	34	47	60	39	26
Total recordable injuries / million working hours (TRIF)					
Employees	2.2	2.62	2.57	2.65	3.1
Contractors	5.01	4.97	5.67	3.44	3.3
Number of lost time injuries resulting in at least 1 day absence					
Employees	51	57	56	55	72
Contractors	21	21	40	29	14
Lost time injuries / million working hours (LTIF)					
Employees	1.38	1.59	1.58	1.55	2
Contractors	3.09	2.22	3.78	2.56	1.8
Fatalities					
Number of fatalities	0	0	0	2	0
Employees	0	0	0	1	0
Contractors	0	0	0	1	0
Coverage of collective bargaining agreements, employees (%)	56	59	60	56	55

* Until 2023, number of employees was reported as FTE; from 2024, it is reported as headcount.