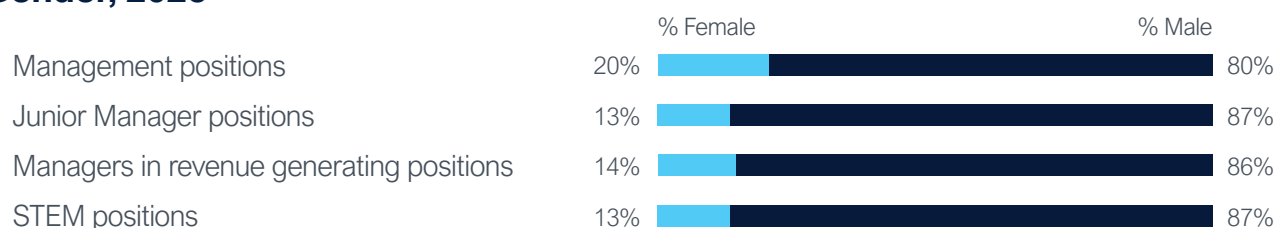
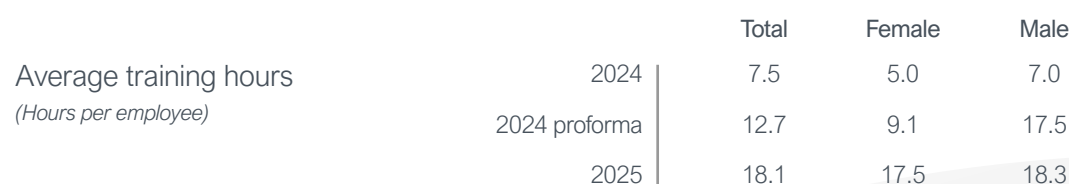
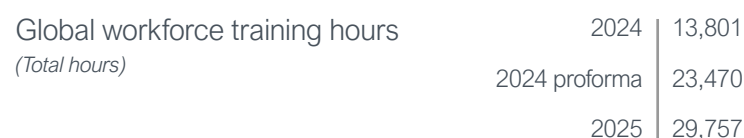
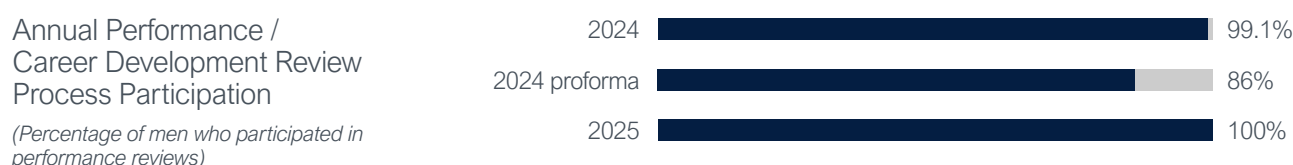
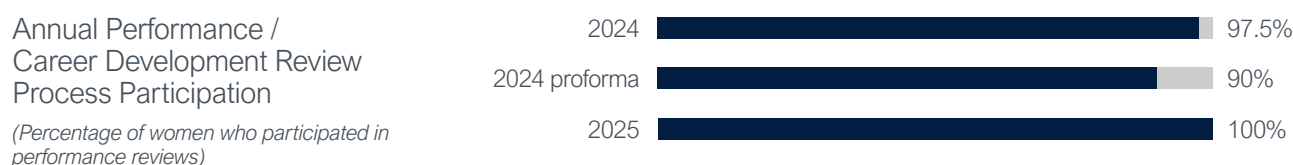
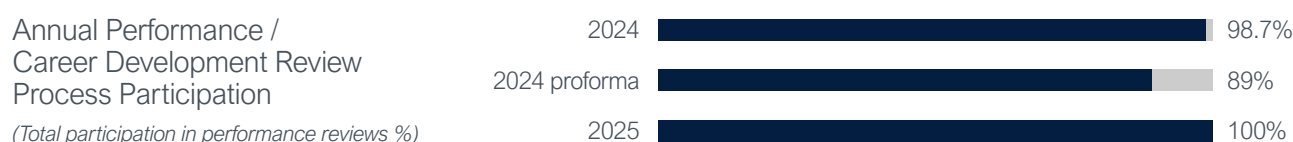


Additional Sustainability Data

Workforce breakdown by Gender, 2025



Training & Development Metrics



Additional Sustainability Data

Diversity

New hires by age and gender, 2025 <i>(Number female/male)</i>		Female		Male	
		Less than 30 years old		5	
		Between 30 and 50 years old		24	
		Older than 50 years		36	

Employee turnover by age and gender, 2025 <i>(Number female/male)</i>		Female		Male	
		Less than 30 years old		1	
		Between 30 and 50 years old		24	
		Older than 50 years		34	

Employee turnover by age and gender, 2025 <i>(Percentage female/male)</i>		Female		Male	
		Less than 30 years old		0%	
		Between 30 and 50 years old		2%	
		Older than 50 years		2%	

Gender representation in
administration, management and
control bodies, 2025
*(Number of male representatives /
Number of female representatives)*

1.8

Share of women in total workforce
(As a percentage of total workforce)

2025  20%

Share of women in all management
positions, including junior, middle and
top management
(As a percentage of total management positions)

2025  20%

Share of women in junior management
positions, i.e. first level of management
(As a percentage of total junior management positions)

2025  13%

Share of women in top management
positions, i.e. maximum two levels away
from the CEO or comparable positions
(As a percentage of all positions two levels away from the CEO)

2025  34%

Share of women in management positions
in revenue-generating functions (e.g. sales)
as a percentage of all such managers
(i.e. excluding support functions such as HR, IT, Legal, etc.)

2025  14%



Additional Sustainability Data

Diversity

Average years employed by the company, 2025
(Years)

	Female	Male
	10.2	13.0

Share of women in STEM-related positions
(As a percentage of total workforce)

2025  13%

Turnover

Voluntary employee turnover rate
(Percentage)

2025  2%

Wellbeing

Employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS)
(Percentage)

2025  68%

Employees who responded to the survey
(Percentage)

2025  83%

Human Rights

Employees covered by social protection
(Percentage)

2025  100%