GRI 401-1: New employees & employee turnover

Last update: March 2022

[1] Calculation method based on full-time positions and average percentage of total leavers for two years. 2020 and 2021 were strongly influenced by the company's restructuring and reorganisation

[2] Calculation method: Number of employees that left the company in relation to the number of employees at the end of the year. 2020 and 2021 were strongly influenced by the company's restructuring and reorganisation

[3] With contract workers and external temporary workers. 2021 without contract and external temporary workers due to data availability

[4] No retroactive division by gender or age possible.

[5] Without contract workers and external temporary workers

Evaluation Group Division

New employee hires and employee turnover in headcounts										
Level	**Category 1**	**Category 2**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Group	Employee turnover	Total (in percent)[1]	11.6%	10.9%	10.3%	9.9%	9.5%	8.4%	12.0%	19.1%
		Total (in percent)[2]			10.0%	9.5%	9.2%	10.4%	15.6%	22.6%
	Amount of employee	Total[3]			8’239	9’710	10’028	10'168	10’241	7’292
	Number of new employees	Total			1’145	1’360	1’344	1’462	1’065	798
		Male			1’028	1’175	1’108	1’219	888	628
		Female			117	185	236	243	177	170
		Under 30 years old			438	440	407	465	379	262
		30-50 years old			511	654	703	753	541	411
		Over 50 years old			196	265	234	244	145	125
	Number of new employees that left the company	Total[5]			821	926	907	1’049	1’600	1’645
		Male			980	1’084	791	923	1’367	1’364
		Female			119	156	116	126	233	281
		Under 30 years old			298	288	173	281	351	341
		30-50 years old			404	583	462	477	729	777
		Over 50 years old			397	401	272	291	520	527
		Additional employees[4]			59					
Development / Real Estate	Number of new employees	Total						24	14	19
		Male						10	10	9
		Female						14	4	10
		Under 30 years old						5	4	6
		30-50 years old						12	8	9
		Over 50 years old						7	2	4
	Number of employees that left the company	Total						33	13	9
		Male						4	8	5
		Female						9	5	4
		Under 30 years old						1	3	1

New employee hires and employee turnover in headcounts						
		30-50 years old		10	8	5
		Over 50 years old		2	2	3
Buildings	Number of new employees	Total		294	159	250
		Male		258	133	194
		Female		36	26	57
		Under 30 years old		103	65	81
		30-50 years old		151	72	133
		Over 50 years old		40	22	37
	Number of employees that left the company	Total		223	315	348
		Male		192	275	278
		Female		31	40	70
		Under 30 years old		55	68	64
		30-50 years old		91	122	152
		Over 50 years old		77	125	132
Civil Engineering	Number of new employees	Total		872	635	374
		Male		771	550	303
		Female		101	85	70
		Under 30 years old		270	206	139
		30-50 years old		444	339	183
		Over 50 years old		158	90	51
	Number of employees that left the company	Total		659	982	914
		Male		601	874	799
		Female		58	108	115
		Under 30 years old		174	189	186
		30-50 years old		303	468	461
		Over 50 years old		182	325	267
Specialties	Number of new employees	Total		70	98	65
		Male		51	85	51
		Female		19	13	14
		Under 30 years old		32	37	16
		30-50 years old		28	44	33
		Over 50 years old		10	17	16
	Number of employees that left the company	Total		25	102	157
		Male		23	86	140
		Female		2	16	17

New employee hires and employee turnover in headcounts						
		Under 30 years old		11	31	26
		30-50 years old		10	48	62
		Over 50 years old		4	23	69
Functions	Number of new employees	Total		202	159	90
		Male		129	110	71
		Female		73	49	19
		Under 30 years old		55	67	20
		30-50 years old		118	78	53
		Over 50 years old		29	14	17
	Number of employees that left the company	Total		109	188	217
		Male		84	124	142
		Female		25	64	75
		Under 30 years old		30	60	64
		30-50 years old		56	83	97
		Over 50 years old		23	45	56