



EMPLOYEE STRUCTURE

The number of employees indicated is shown on the basis of the Group's headcount as at the end of the year (Dec. 31).

Employees by region and gender

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
EMEA	7,499	43.5	7,524	43.0	7,162	43.1
Women	2,848	38.0	2,831	37.6	2,677	37.4
Men	4,651	62.0	4,693	62.4	4,485	62.6
North America	4,952	28.7	5,257	30.0	5,174	31.1
Women	1,137	23.0	1,183	22.5	1,162	22.5
Men	3,815	77.0	4,074	77.5	4,012	77.5
Latin America	1,832	10.7	1,934	11.1	1,610	9.7
Women	703	38.4	742	38.4	654	40.6
Men	1,129	61.6	1,192	61.6	956	59.4
Asia Pacific	2,708	15.7	2,572	14.7	2,486	15.0
Women	1,089	40.2	1,034	40.2	987	39.7
Men	1,619	59.8	1,538	59.8	1,499	60.3
Other segments	246	1.4	205	1.2	184	1.1
Women	114	46.3	91	44.4	87	47.3
Men	132	53.7	114	55.6	97	52.7
Brenntag Group	17,237	100.0	17,492	100.0	16,616	100.0
Women	5,891	34.2	5,881	33.6	5,567	33.5
Men	11,346	65.8	11,611	66.4	11,049	66.5

Employees in management positions¹ by gender

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
Women	76	21.0	72	19.1	78	20.1
Men	286	79.0	304	80.9	310	79.9
Brenntag Group	362	100.0	376	100.0	388	100.0

¹ Comprises the global executive management and local management groups.

Employees by functional area and gender

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
Sales	6,301	36.6	6,446	36.9	6,348	38.2
Women	3,222	51.1	3,242	50.3	3,079	48.5
Men	3,079	48.9	3,204	49.7	3,269	51.5
Distribution	2,507	14.5	2,528	14.5	2,305	13.9
Women	287	11.4	270	10.7	250	10.8
Men	2,220	88.6	2,258	89.3	2,055	89.2
Warehouses	5,214	30.2	5,318	30.4	4,977	29.9
Women	553	10.6	561	10.5	535	10.7
Men	4,661	89.4	4,757	89.5	4,442	89.3
Administration	3,215	18.7	3,200	18.3	2,986	18.0
Women	1,829	56.9	1,808	56.5	1,703	57.0
Men	1,386	43.1	1,392	43.5	1,283	43.0
Brenntag Group	17,237	100.0	17,492	100.0	16,616	100.0

Employees by type of employment and gender

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
Full-time	16,542	96.0	16,838	96.3	15,978	96.2
Women	5,396	32.6	5,398	32.1	5,093	31.9
Men	11,146	67.4	11,440	67.9	10,885	68.1
Part-time	544	3.1	541	3.1	550	3.3
Women	446	82.0	438	81.0	441	80.2
Men	98	18.0	103	19.0	109	19.8
Apprentices	151	0.9	113	0.6	88	0.5
Women	49	32.5	45	39.8	33	37.5
Men	102	67.5	68	60.2	55	62.5
Brenntag Group	17,237	100.0	17,492	100.0	16,616	100.0



Employees by type of contract and gender

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
Permanent contracts ¹	16,708	96.9	16,995	97.2	15,881	95.6
Women	5,664	33.9	5,658	33.3	5,253	33.1
Men	11,044	66.1	11,337	66.7	10,628	66.9
Fixed-term contracts ¹	378	2.2	384	2.2	647	3.9
Women	178	47.1	178	46.4	281	43.4
Men	200	52.9	206	53.6	366	56.6
Apprentices	151	0.9	113	0.6	88	0.5
Women	49	32.5	45	39.8	33	37.5
Men	102	67.5	68	60.2	55	62.5
Brenntag Group	17,237	100.0	17,492	100.0	16,616	100.0

¹ Last updated on Sep. 9, 2020: Due to an incorrect data transfer for 2019, the original version published on Apr. 30, 2020 has been updated.

New employees by type of entry

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
New hires	2,052	92.3	2,701	74.3	2,824	72.2
Company acquisitions	172	7.7	934	25.7	1,090	27.8
Brenntag Group	2,224	100.0	3,635	100.0	3,914	100.0

New employees by region

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
EMEA	695	31.3	1,296	35.6	1,212	31.0
North America	631	28.4	1,107	30.5	1,321	33.8
Latin America	247	11.1	579	15.9	412	10.5
Asia Pacific	570	25.6	589	16.2	938	23.9
Other segments	81	3.6	64	1.8	31	0.8
Brenntag Group	2,224	100.0	3,635	100.0	3,914	100.0

NFB Voluntary employee turnover rate² by region

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
EMEA	353	4.2	529	6.2	501	6.1
North America	418	7.1	538	8.2	620	10.2
Latin America	124	5.6	135	6.1	122	6.5
Asia Pacific	296	9.8	353	11.4	385	13.0
Other segments	21	7.4	21	8.8	16	7.8
Brenntag Group	1,212	6.1	1,576	7.6	1,644	8.5

² Voluntary employee resignations on the basis of the Schlüter formula

Employees by age³

	2020		2019		2018	
	abs.	in %	abs.	in %	abs.	in %
<20	50	0.3	48	0.4	33	0.3
20–29	1,966	11.4	1,598	13.1	1,562	13.7
30–39	4,898	28.4	3,792	31.0	3,580	31.3
40–49	4,804	27.9	3,499	28.6	3,297	28.8
50–59	4,172	24.2	2,706	22.1	2,461	21.5
>59	1,347	7.8	592	4.8	509	4.4
Brenntag Group	17,237	100.0	12,235	100.0	11,442	100.0

³ Employees in the North America region were included for the first time in the 2020 financial year.

Average age and length of service by region³

	2020			2019			2018		
	Ø-age in years			Ø-length of service in years					
EMEA	44	44	43	11	11	11			
North America	46			9					
Latin America	40	40	40	7	7	7			
Asia Pacific	39	39	38	6	7	6			
Other segments	42	43	43	8	9	10			
Brenntag Group	43	42	42	9	9	9			

³ Employees in the North America region were included for the first time in the 2020 financial year.