



Employee Structure Brenntag SE

The number of employees indicated is shown on the basis of the Group's headcount as at the end of the year (Dec. 31, 2023).

Employees by region and gender

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
EMEA	7,352	41.5	7,369	42.0	7,328	42.5
Women	2,866	39.0	2,846	38.6	2,806	38.3
Men	4,486	61.0	4,523	61.4	4,522	61.7
North America	5,313	30.0	5,401	30.8	5,127	29.8
Women	1,259	23.7	1,260	23.3	1,243	24.2
Men	4,054	76.3	4,141	76.7	3,884	75.8
Latin America	1,729	9.8	1,756	10.0	1,776	10.3
Women	668	38.6	669	38.1	669	37.7
Men	1,061	61.4	1,087	61.9	1,107	62.3
Asia Pacific	2,820	15.9	2,630	15.0	2,643	15.3
Women	1,201	42.6	1,115	42.4	1,082	40.9
Men	1,619	57.4	1,515	57.6	1,561	59.1
Other segments	495	2.8	384	2.2	362	2.1
Women	196	39.6	155	40.4	144	39.8
Men	299	60.4	229	59.6	218	60.2
Brenntag Group	17,709	100.0	17,540	100.0	17,236	100.0
Women	6,190	35.0	6,045	34.5	5,944	34.5
Men	11,519	65.0	11,495	65.5	11,292	65.5

Employees by area of work and gender

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
Sales	6,330	35.8	6,108	34.8	5,990	34.8
Women	3,355	53.0	3,223	52.8	3,173	53.0
Men	2,975	47.0	2,885	47.2	2,817	47.0
Distribution	530	3.0	421	2.4	522	3.0
Women	168	31.7	128	30.4	173	33.1
Men	362	68.3	293	69.6	349	66.9
Truck Drivers	1,882	10.6	1,909	10.9	1,786	10.4
Women	21	1.1	15	0.8	20	1.1
Men	1,861	98.9	1,894	99.2	1,766	98.9
Warehouses	5,283	29.8	5,693	32.5	5,588	32.4
Women	650	12.3	740	13.0	661	11.8
Men	4,633	87.7	4,953	87.0	4,927	88.2
Administration	3,684	20.8	3,409	19.4	3,350	19.4
Women	1,996	54.2	1,939	56.9	1,917	57.2
Men	1,688	45.8	1,470	43.1	1,433	42.8
Brenntag Group	17,709	100.0	17,540	100.0	17,236	100.0

Employees by type of employment and gender

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
Full-time	17,070	96.4	16,864	96.1	16,554	96.0
Women	5,714	33.5	5,558	33.0	5,457	33.0
Men	11,356	66.5	11,306	67.0	11,097	67.0
Part-time	489	2.8	484	2.8	518	3.0
Women	399	81.6	407	84.1	433	83.6
Men	90	18.4	77	15.9	85	16.4
Apprentices	150	0.8	192	1.1	164	1.0
Women	77	51.3	80	41.7	54	32.9
Men	73	48.7	112	58.3	110	67.1
Brenntag Group	17,709	100.0	17,540	100.0	17,236	100.0

Employees by type of contract and gender

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
Permanent contracts	17,305	97.7	17,183	98.0	16,861	97.8
Women	6,000	34.7	5,894	34.3	5,812	34.5
Men	11,305	65.3	11,289	65.7	11,049	65.5
Fixed-term contracts	254	1.5	165	0.9	211	1.2
Women	113	44.5	71	43.0	78	37.0
Men	141	55.5	94	57.0	133	63.0
Apprentices	150	0.8	192	1.1	164	1.0
Women	77	51.3	80	41.7	54	32.9
Men	73	48.7	112	58.3	110	67.1
Brenntag Group	17,709	100.0	17,540	100.0	17,236	100.0

Employees in leadership positions according to management level ¹⁾ and gender

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
Level L-1	38	1.2	44	1.4	35	1.2
Women	9	23.7	10	22.7	7	20.0
Men	29	76.3	34	77.3	28	80.0
Level L-2	228	7.3	207	6.9	180	6.3
Women	75	32.9	63	30.4	46	25.6
Men	153	67.1	144	69.6	134	74.4
Level L-3	622	19.9	503	16.7	466	16.4
Women	218	35.0	181	36.0	178	38.2
Men	404	65.0	322	64.0	288	61.8
Level L-4	1,040	33.3	942	31.2	883	31.0
Women	379	36.4	351	37.3	318	36.0
Men	661	63.6	591	62.7	565	64.0
Level L-5+	1,194	38.3	1,320	43.8	1,284	45.1
Women	296	24.8	329	24.9	334	26.0
Men	898	75.2	991	75.1	950	74.0
Brenntag Group	3,122	100.0	3,016	100.0	2,848	100.0
Women	977	31.3	934	31.0	883	31.0
Men	2,145	68.7	2,082	69.0	1,965	69.0

¹⁾ Management level L-1 refers to the first level below the Brenntag SE Board of Management, L-2 refers to the second level, etc. L-5+ refers to the fifth and all other levels.

Voluntary turnover rate ¹⁾ according to region

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
EMEA	502	6.2	678	8.1	591	7.2
North America	474	7.8	624	9.8	628	10.3
Latin America	181	8.7	196	9.2	205	9.6
Asia Pacific	363	11.9	401	12.8	385	12.2
Other segments	33	6.1	25	6.1	45	10.7
Brenntag Group	1,553	7.8	1,924	9.4	1,854	9.3

¹⁾ Voluntary employee resignations on the basis of the Schlüter formula.

Involuntary turnover rate ¹⁾ according to region

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
EMEA	299	3.7	245	2.9	136	1.7
North America	264	4.3	214	3.4	202	3.3
Latin America	166	8.0	161	7.6	147	6.9
Asia Pacific	106	3.5	82	2.6	112	3.5
Other segments	8	1.5	2	0.5	9	2.1
Brenntag Group	843	4.2	704	3.4	606	3.0

¹⁾ Involuntary employee resignations on the basis of the Schlüter formula.

New employees by type of entry

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
New hires	2,499	85.6	2,995	90.4	2,285	82.9
Company acquisitions	422	14.4	318	9.6	470	17.1
Brenntag Group	2,921	100.0	3,313	100.0	2,755	100.0

New employees by region

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
EMEA	852	34.1	1,082	32.7	730	26.5
North America	724	29.0	1,242	37.5	1,229	44.6
Latin America	324	13.0	349	10.5	304	11.0
Asia Pacific	436	17.4	581	17.5	457	16.6
Other segments	163	6.5	59	1.8	35	1.3
Brenntag Group	2,499	100.0	3,313	100.0	2,755	100.0

Employees by age groups

	2023		2022		2021	
	abs.	in %	abs.	in %	abs.	in %
< 20	48	0.3	42	0.2	46	0.3
20 - 29	1,726	9.7	1,819	10.4	1,738	10.1
30 - 39	4,746	26.8	4,765	27.2	4,824	28.0
40 - 49	5,060	28.6	4,951	28.2	4,878	28.3
50 - 59	4,452	25.1	4,379	25.0	4,296	24.9
> 59	1,674	9.5	1,584	9.0	1,454	8.4
n/a	3	0.0				
Brenntag Group	17,709	100.0	17,540	100.0	17,236	100.0

Average age and length of service by region

	Average age in years			Average length of service in years		
	2023	2022	2021	2023	2022	2021
EMEA	45	45	45	11	11	11
North America	47	46	46	9	9	9
Latin America	40	40	40	7	7	7
Asia Pacific	40	40	39	7	7	7
Other segments	42	43	43	6	8	8
Brenntag Group	44	44	44	9	9	9

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