



# Employee Structure Brenntag

The number of employees indicated is based on the Group's headcount as at the end of the year (Dec. 31, 2024).

# Employees by region and gender

| Financial Year <sup>1)</sup> | 2024          |              | 2023          |              | 2022          |              | 2021          |              |
|------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
| Region                       | abs.          | in %         | abs.          | in %         | abs.          | in %         | abs.          | in %         |
| <b>EMEA</b>                  | <b>8,319</b>  | <b>45.1</b>  | <b>8,013</b>  | <b>44.6</b>  | <b>7,753</b>  | <b>44.2</b>  | <b>7,690</b>  | <b>44.6</b>  |
| Women                        | 3,250         | 39.1         | 3,155         | 39.4         | 3,001         | 38.7         | 2,950         | 38.4         |
| Men                          | 5,069         | 60.9         | 4,858         | 60.6         | 4,752         | 61.3         | 4,740         | 61.6         |
| <b>North America</b>         | <b>5,334</b>  | <b>28.9</b>  | <b>5,420</b>  | <b>30.2</b>  | <b>5,401</b>  | <b>30.8</b>  | <b>5,127</b>  | <b>29.8</b>  |
| Women                        | 1,264         | 23.7         | 1,292         | 23.8         | 1,260         | 23.3         | 1,243         | 24.2         |
| Men                          | 4,070         | 76.3         | 4,128         | 76.2         | 4,141         | 76.7         | 3,884         | 75.8         |
| <b>Latin America</b>         | <b>2,023</b>  | <b>11.0</b>  | <b>1,712</b>  | <b>9.5</b>   | <b>1,756</b>  | <b>10.0</b>  | <b>1,776</b>  | <b>10.3</b>  |
| Women                        | 773           | 38.2         | 658           | 38.4         | 669           | 38.1         | 669           | 37.7         |
| Men                          | 1,250         | 61.8         | 1,054         | 61.6         | 1,087         | 61.9         | 1,107         | 62.3         |
| <b>Asia Pacific</b>          | <b>2,761</b>  | <b>15.0</b>  | <b>2,821</b>  | <b>15.7</b>  | <b>2,630</b>  | <b>15.0</b>  | <b>2,643</b>  | <b>15.3</b>  |
| Women                        | 1,193         | 43.2         | 1,203         | 42.6         | 1,115         | 42.4         | 1,082         | 40.9         |
| Men                          | 1,564         | 56.7         | 1,618         | 57.4         | 1,515         | 57.6         | 1,561         | 59.1         |
| Not specified <sup>2)</sup>  | 4             | 0.1          | -             | 0.0          | -             | 0.0          | -             | 0.0          |
| <b>Brenntag Group</b>        | <b>18,437</b> | <b>100.0</b> | <b>17,966</b> | <b>100.0</b> | <b>17,540</b> | <b>100.0</b> | <b>17,236</b> | <b>100.0</b> |
| Women                        | 6,480         | 35.2         | 6,308         | 35.1         | 6,045         | 34.5         | 5,944         | 34.5         |
| Men                          | 11,953        | 64.8         | 11,658        | 64.9         | 11,495        | 65.5         | 11,292        | 65.5         |
| Not specified <sup>2)</sup>  | 4             | 0.0          | -             | 0.0          | -             | 0.0          | -             | 0.0          |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> Brenntag collects information on binary gender identity. The status 'not specified' includes employees for whom gender information is not known or who did not wish to provide information.

# Employees by area of work and gender

| Financial Year <sup>1)</sup> | 2024          |              | 2023          |              | 2022          |              | 2021          |              |
|------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
| Area of work                 | abs.          | in %         | abs.          | in %         | abs.          | in %         | abs.          | in %         |
| <b>Sales</b>                 | <b>6,688</b>  | <b>36.3</b>  | <b>6,414</b>  | <b>35.7</b>  | <b>6,108</b>  | <b>34.8</b>  | <b>5,990</b>  | <b>34.8</b>  |
| Women                        | 3,511         | 52.5         | 3,414         | 53.2         | 3,223         | 52.8         | 3,173         | 53.0         |
| Men                          | 3,177         | 47.5         | 3,000         | 46.8         | 2,885         | 47.2         | 2,817         | 47.0         |
| <b>Distribution</b>          | <b>482</b>    | <b>2.6</b>   | <b>541</b>    | <b>3.0</b>   | <b>421</b>    | <b>2.4</b>   | <b>522</b>    | <b>3.0</b>   |
| Women                        | 158           | 32.8         | 172           | 31.8         | 128           | 30.4         | 173           | 33.1         |
| Men                          | 324           | 67.2         | 369           | 68.2         | 293           | 69.6         | 349           | 66.9         |
| <b>Truck Drivers</b>         | <b>1,898</b>  | <b>10.3</b>  | <b>1,931</b>  | <b>10.8</b>  | <b>1,909</b>  | <b>10.9</b>  | <b>1,786</b>  | <b>10.4</b>  |
| Women                        | 18            | 0.9          | 28            | 1.5          | 15            | 0.8          | 20            | 1.1          |
| Men                          | 1,880         | 99.1         | 1,903         | 98.5         | 1,894         | 99.2         | 1,766         | 98.9         |
| <b>Warehouses</b>            | <b>6,168</b>  | <b>33.5</b>  | <b>5,968</b>  | <b>33.2</b>  | <b>5,693</b>  | <b>32.5</b>  | <b>5,588</b>  | <b>32.4</b>  |
| Women                        | 1,067         | 17.3         | 1,006         | 16.9         | 740           | 13.0         | 661           | 11.8         |
| Men                          | 5,101         | 82.7         | 4,962         | 83.1         | 4,953         | 87.0         | 4,927         | 88.2         |
| <b>Administration</b>        | <b>3,197</b>  | <b>17.3</b>  | <b>3,112</b>  | <b>17.3</b>  | <b>3,409</b>  | <b>19.4</b>  | <b>3,350</b>  | <b>19.4</b>  |
| Women                        | 1,726         | 54.0         | 1,688         | 54.2         | 1,939         | 56.9         | 1,917         | 57.2         |
| Men                          | 1,471         | 46.0         | 1,424         | 45.8         | 1,470         | 43.1         | 1,433         | 42.8         |
| <b>Brenntag Group</b>        | <b>18,437</b> | <b>100.0</b> | <b>17,966</b> | <b>100.0</b> | <b>17,540</b> | <b>100.0</b> | <b>17,236</b> | <b>100.0</b> |
| Women                        | 6,480         | 35.2         | 6,308         | 35.1         | 6,045         | 34.5         | 5,944         | 34.5         |
| Men                          | 11,953        | 64.8         | 11,658        | 64.9         | 11,495        | 65.5         | 11,292        | 65.5         |
| Not specified <sup>2)</sup>  | 4             | 0.0          | -             | 0.0          | -             | 0.0          | -             | 0.0          |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> Brenntag collects information on binary gender identity. The status 'not specified' includes employees for whom gender information is not known or who did not wish to provide information.

# Employees by type of employment and gender

| Financial Year <sup>1)</sup> | 2024          |              | 2023          |              | 2022          |              | 2021          |              |
|------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
| Type of employment           | abs.          | in %         | abs.          | in %         | abs.          | in %         | abs.          | in %         |
| <b>Full-time</b>             | <b>17,788</b> | <b>96.5</b>  | <b>17,302</b> | <b>96.3</b>  | <b>16,864</b> | <b>96.1</b>  | <b>16,554</b> | <b>96.0</b>  |
| Women                        | 6,006         | 33.8         | 5,818         | 33.6         | 5,558         | 33.0         | 5,457         | 33.0         |
| Men                          | 11,782        | 66.2         | 11,484        | 66.4         | 11,306        | 67.0         | 11,097        | 67.0         |
| <b>Part-time</b>             | <b>523</b>    | <b>2.8</b>   | <b>514</b>    | <b>2.9</b>   | <b>484</b>    | <b>2.8</b>   | <b>518</b>    | <b>3.0</b>   |
| Women                        | 425           | 81.3         | 414           | 80.5         | 407           | 84.1         | 433           | 83.6         |
| Men                          | 98            | 18.7         | 100           | 19.5         | 77            | 15.9         | 85            | 16.4         |
| <b>Apprentices</b>           | <b>122</b>    | <b>0.7</b>   | <b>150</b>    | <b>0.8</b>   | <b>192</b>    | <b>1.1</b>   | <b>164</b>    | <b>1.0</b>   |
| Women                        | 49            | 40.2         | 76            | 50.7         | 80            | 41.7         | 54            | 32.9         |
| Men                          | 73            | 59.8         | 74            | 49.3         | 112           | 58.3         | 110           | 67.1         |
| <b>Brenntag Group</b>        | <b>18,437</b> | <b>100.0</b> | <b>17,966</b> | <b>100.0</b> | <b>17,540</b> | <b>100.0</b> | <b>17,236</b> | <b>100.0</b> |
| Women                        | 6,480         | 35.2         | 6,308         | 35.1         | 6,045         | 34.5         | 5,944         | 34.5         |
| Men                          | 11,953        | 64.8         | 11,658        | 64.9         | 11,495        | 65.5         | 11,292        | 65.5         |
| Not specified <sup>2)</sup>  | 4             | 0.0          | -             | 0.0          | -             | 0.0          | -             | 0.0          |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> Brenntag collects information on binary gender identity. The status 'not specified' includes employees for whom gender information is not known or who did not wish to provide information.

# Employees by type of contract and gender

| Financial Year <sup>1)</sup>   | 2024          |              | 2023          |              | 2022          |              | 2021          |              |
|--------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
| Type of contract <sup>2)</sup> | abs.          | in %         | abs.          | in %         | abs.          | in %         | abs.          | in %         |
| <b>Permanent contracts</b>     | <b>18,133</b> | <b>98.4</b>  | <b>17,620</b> | <b>98.1</b>  | <b>17,183</b> | <b>98.0</b>  | <b>16,861</b> | <b>97.8</b>  |
| Women                          | 6,353         | 35.0         | 6,154         | 34.9         | 5,894         | 34.3         | 5,812         | 34.5         |
| Men                            | 11,777        | 65.0         | 11,466        | 65.1         | 11,289        | 65.7         | 11,049        | 65.5         |
| Not specified <sup>3)</sup>    | 3             | 0.0          | -             | 0.0          | -             | 0.0          | -             | 0.0          |
| <b>Fixed-term contracts</b>    | <b>304</b>    | <b>1.6</b>   | <b>346</b>    | <b>1.9</b>   | <b>357</b>    | <b>2.0</b>   | <b>375</b>    | <b>2.2</b>   |
| Women                          | 127           | 41.8         | 154           | 44.5         | 151           | 42.3         | 132           | 35.2         |
| Men                            | 176           | 57.9         | 192           | 55.5         | 206           | 57.7         | 243           | 64.8         |
| Not specified <sup>3)</sup>    | 1             | 0.3          | -             | 0.0          | -             | 0.0          | -             | 0.0          |
| <b>Brenntag Group</b>          | <b>18,437</b> | <b>100.0</b> | <b>17,966</b> | <b>100.0</b> | <b>17,540</b> | <b>100.0</b> | <b>17,236</b> | <b>100.0</b> |
| Women                          | 6,480         | 35.2         | 6,308         | 35.1         | 6,045         | 34.5         | 5,944         | 34.5         |
| Men                            | 11,953        | 64.8         | 11,658        | 64.9         | 11,495        | 65.5         | 11,292        | 65.5         |
| Not specified <sup>3)</sup>    | 4             | 0.0          | -             | 0.0          | -             | 0.0          | -             | 0.0          |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> Brenntag distinguishes between permanent employment contracts, which are concluded for an indefinite period, and temporary employment contracts, which are limited to a specific duration and terminate automatically. Apprentice employees are included under temporary employment contracts.

<sup>3)</sup> Brenntag collects information on binary gender identity. The status 'not specified' includes employees for whom gender information is not known or who did not wish to provide information.

# Employees in leadership positions according to management level and gender

| Financial Year <sup>1)</sup>   | 2024         |              | 2023         |              | 2022         |              | 2021         |              |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Management level <sup>2)</sup> | abs.         | in %         | abs.         | in %         | abs.         | in %         | abs.         | in %         |
| <b>Level L1</b>                | <b>41</b>    | <b>1.3</b>   | <b>38</b>    | <b>1.2</b>   | <b>44</b>    | <b>1.4</b>   | <b>35</b>    | <b>1.2</b>   |
| Women                          | 15           | 36.6         | 9            | 23.7         | 10           | 22.7         | 7            | 20.0         |
| Men                            | 26           | 63.4         | 29           | 76.3         | 34           | 77.3         | 28           | 80.0         |
| <b>Level L2</b>                | <b>189</b>   | <b>5.8</b>   | <b>228</b>   | <b>7.3</b>   | <b>207</b>   | <b>6.9</b>   | <b>180</b>   | <b>6.3</b>   |
| Women                          | 64           | 33.9         | 75           | 32.9         | 63           | 30.4         | 46           | 25.6         |
| Men                            | 125          | 66.1         | 153          | 67.1         | 144          | 69.6         | 134          | 74.4         |
| <b>Level L3</b>                | <b>577</b>   | <b>17.7</b>  | <b>622</b>   | <b>19.9</b>  | <b>503</b>   | <b>16.7</b>  | <b>466</b>   | <b>16.4</b>  |
| Women                          | 224          | 38.8         | 218          | 35.0         | 181          | 36.0         | 178          | 38.2         |
| Men                            | 353          | 61.2         | 404          | 65.0         | 322          | 64.0         | 288          | 61.8         |
| <b>Level L4</b>                | <b>1,007</b> | <b>30.9</b>  | <b>1,040</b> | <b>33.3</b>  | <b>942</b>   | <b>31.2</b>  | <b>883</b>   | <b>31.0</b>  |
| Women                          | 377          | 37.4         | 379          | 36.4         | 351          | 37.3         | 318          | 36.0         |
| Men                            | 630          | 62.6         | 661          | 63.6         | 591          | 62.7         | 565          | 64.0         |
| <b>Level L5+</b>               | <b>1,442</b> | <b>44.3</b>  | <b>1,194</b> | <b>38.3</b>  | <b>1,320</b> | <b>43.8</b>  | <b>1,284</b> | <b>45.1</b>  |
| Women                          | 376          | 26.1         | 296          | 24.8         | 329          | 24.9         | 334          | 26.0         |
| Men                            | 1,066        | 73.9         | 898          | 75.2         | 991          | 75.1         | 950          | 74.0         |
| <b>Brenntag Group</b>          | <b>3,256</b> | <b>100.0</b> | <b>3,122</b> | <b>100.0</b> | <b>3,016</b> | <b>100.0</b> | <b>2,848</b> | <b>100.0</b> |
| Women                          | 1,056        | 32.4         | 977          | 31.3         | 934          | 31.0         | 883          | 31.0         |
| Men                            | 2,200        | 67.6         | 2,145        | 68.7         | 2,082        | 69.0         | 1,965        | 69.0         |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. The recalculation had no effect on the results of employees in management positions. The specified group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> The management levels are determined based on the global organizational chart, starting with the Board of Management of Brenntag SE. Management level L1 consists of employees who report directly to the Board of Management of Brenntag SE, while L2 includes employees who report directly to L1, and so on. The metrics for L5 and the following management levels are aggregated reported under the designation L5+.



# Departed employees by turnover type and region

| Financial Year <sup>1</sup> | 2024         |             | 2023         |             | 2022         |             | 2021         |             |
|-----------------------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|
| Turnover type <sup>2)</sup> | abs.         | in %        | abs.         | in %        | abs.         | in %        | abs.         | in %        |
| <b>Voluntary turnover</b>   | <b>1,508</b> | <b>7.4</b>  | <b>1,553</b> | <b>7.7</b>  | <b>1,924</b> | <b>9.4</b>  | <b>1,854</b> | <b>9.3</b>  |
| EMEA                        | 483          | 5.4         | 535          | 6.0         | 703          | 8.0         | 636          | 7.4         |
| North America               | 512          | 8.2         | 474          | 7.7         | 624          | 9.8         | 628          | 10.3        |
| Latin America               | 177          | 8.6         | 181          | 8.6         | 196          | 9.2         | 205          | 9.6         |
| Asia Pacific                | 336          | 10.6        | 363          | 11.9        | 401          | 12.8        | 385          | 12.2        |
| <b>Involuntary turnover</b> | <b>848</b>   | <b>4.2</b>  | <b>843</b>   | <b>4.2</b>  | <b>704</b>   | <b>3.4</b>  | <b>606</b>   | <b>3.0</b>  |
| EMEA                        | 271          | 3.0         | 307          | 3.5         | 247          | 2.8         | 145          | 1.7         |
| North America               | 331          | 5.3         | 264          | 4.3         | 214          | 3.4         | 202          | 3.3         |
| Latin America               | 183          | 8.9         | 166          | 7.9         | 161          | 7.6         | 147          | 6.9         |
| Asia Pacific                | 63           | 2.0         | 106          | 3.5         | 82           | 2.6         | 112          | 3.5         |
| <b>Natural turnover</b>     | <b>259</b>   | <b>1.3</b>  | <b>239</b>   | <b>1.2</b>  | <b>239</b>   | <b>1.2</b>  | <b>287</b>   | <b>1.4</b>  |
| EMEA                        | 117          | 1.3         | 114          | 1.3         | 115          | 1.3         | 139          | 1.6         |
| North America               | 118          | 1.9         | 94           | 1.5         | 98           | 1.5         | 114          | 1.9         |
| Latin America               | 6            | 0.3         | 6            | 0.3         | 10           | 0.5         | 13           | 0.6         |
| Asia Pacific                | 18           | 0.6         | 25           | 0.8         | 16           | 0.5         | 21           | 0.7         |
| <b>Brenntag Group</b>       | <b>2,615</b> | <b>12.8</b> | <b>2,635</b> | <b>13.1</b> | <b>2,867</b> | <b>14.0</b> | <b>2,747</b> | <b>13.7</b> |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> The number of departures are calculated on the recorded termination date and reason. Brenntag classifies departures into three types: Voluntary turnover includes resignations by employees, involuntary turnover refers to terminations initiated by the employer, and natural turnover encompasses departures that are beyond the control of either the employee or the employer, such as retirement, disability, or death. Turnover rates are calculated using the Schlüter formula.

# New employees by type of entry and region

| Financial Year <sup>1)</sup> | 2024         |              | 2023         |              | 2022         |              | 2021         |              |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Type of entry <sup>2)</sup>  | abs.         | in %         | abs.         | in %         | abs.         | in %         | abs.         | in %         |
| <b>New hires</b>             | <b>2,472</b> | <b>79.4</b>  | <b>2,504</b> | <b>85.6</b>  | <b>2,995</b> | <b>90.4</b>  | <b>2,285</b> | <b>82.9</b>  |
| EMEA                         | 885          | 35.8         | 1,015        | 40.5         | 1,076        | 35.9         | 720          | 31.5         |
| North America                | 891          | 36.1         | 728          | 29.1         | 1,027        | 34.3         | 882          | 38.6         |
| Latin America                | 344          | 13.9         | 325          | 13.0         | 349          | 11.7         | 304          | 13.3         |
| Asia Pacific                 | 352          | 14.2         | 436          | 17.4         | 543          | 18.1         | 379          | 16.6         |
| <b>Company acquisitions</b>  | <b>640</b>   | <b>20.6</b>  | <b>422</b>   | <b>14.4</b>  | <b>318</b>   | <b>9.6</b>   | <b>470</b>   | <b>17.1</b>  |
| EMEA                         | 274          | 42.8         | 112          | 26.5         | 65           | 20.4         | 45           | 9.6          |
| North America                | 25           | 3.9          | 43           | 10.2         | 215          | 67.6         | 347          | 73.8         |
| Latin America                | 341          | 53.3         | -            | 0.0          | -            | 0            | -            | 0.0          |
| Asien Pazifik                | -            | 0.0          | 267          | 63.3         | 38           | 12.0         | 78           | 16.6         |
| <b>Brenntag Group</b>        | <b>3,112</b> | <b>100.0</b> | <b>2,926</b> | <b>100.0</b> | <b>3,313</b> | <b>100.0</b> | <b>2,755</b> | <b>100.0</b> |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> Brenntag distinguishes between two types of entry: On one hand, there are new hires, which include employees acquired through external recruiting. On the other hand, there are company acquisitions, which pertain to employees who have joined as a result of a company purchase.



# Employees by age group

| Financial Year <sup>1)</sup> | 2024          |              | 2023          |              | 2022          |              | 2021          |              |
|------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
| Age group                    | abs.          | in %         | abs.          | in %         | abs.          | in %         | abs.          | in %         |
| < 30                         | 1,812         | 9.8          | 1,804         | 10.0         | 1,861         | 10.6         | 1,784         | 10.4         |
| 30 - 50                      | 10,665        | 57.9         | 10,419        | 58.0         | 10,162        | 57.9         | 10,188        | 59.1         |
| > 50                         | 5,953         | 32.3         | 5,742         | 32.0         | 5,517         | 31.5         | 5,264         | 30.5         |
| Not specified <sup>2)</sup>  | 7             | 0.0          | 1             | 0.0          | -             | 0.0          | -             | 0.0          |
| <b>Brenntag Group</b>        | <b>18,437</b> | <b>100.0</b> | <b>17,966</b> | <b>100.0</b> | <b>17,540</b> | <b>100.0</b> | <b>17,236</b> | <b>100.0</b> |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> The status 'not specified' includes employees for whom date of birth is not known.

# Average age and length of service by region

| Financial Year <sup>1)</sup> | 2024                               | 2023      | 2022      | 2021      | 2024                               | 2023     | 2022     | 2021     |
|------------------------------|------------------------------------|-----------|-----------|-----------|------------------------------------|----------|----------|----------|
| Region                       | Average age in years <sup>2)</sup> |           |           |           | Average length of service in years |          |          |          |
| EMEA                         | 45                                 | 45        | 45        | 45        | 11                                 | 11       | 11       | 11       |
| North America                | 47                                 | 47        | 46        | 46        | 9                                  | 9        | 9        | 9        |
| Latin America                | 40                                 | 40        | 40        | 40        | 7                                  | 7        | 7        | 7        |
| Asia Pacific                 | 41                                 | 40        | 40        | 39        | 7                                  | 7        | 7        | 7        |
| <b>Brenntag Group</b>        | <b>44</b>                          | <b>44</b> | <b>44</b> | <b>44</b> | <b>9</b>                           | <b>9</b> | <b>9</b> | <b>9</b> |

<sup>1)</sup> In accordance with the ESRS, employees with suspended and unpaid employment contracts will be included in the headcount figures from the 2024 financial year. The 2023 key figures have been recalculated on this basis. This group of employees is excluded from the key figures for the years 2022 and 2021.

<sup>2)</sup> Employees for whom date of birth is not known were excluded for the calculation of the average age.

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