

Key Employee Figures

Key Figures (GRI-Standard)	2020	2019	Explanations
Scale of the organization (102-7)			
Total number of employees	49	46	incl. managing board
male	25	26	
female	24	20	
under 30 years old	6	6	
30-50 years old	24	22	
over 50 years old	19	18	
employed in Germany	49	46	
employed outside Germany	0	0	
Information on employees and other workers (102-8)			
Full-time employees	45	40	excl. managing board
male	23	24	
female	22	16	
Part-time employees	2	4	
male	0	0	
female	2	4	
Employees with a permanent contract	45	40	
male	23	23	
female	22	17	
Employees with a temporary contract	2	4	
male	0	1	
female	2	3	
Total number of board members	2	2	
male	2	2	
female	0	0	
under 30 years old	0	0	
30-50 years old	1	0	
over 50 years old	1	2	

Key Figures (GRI-Standard)	2020	2019	Explanations
Total number of members of the second management level	7	7	
male	7	7	
female	0	0	
under 30 years old	0	0	
30-50 years old	4	4	
over 50 years old	3	3	
Total number of members of the third level	38	31	
male	16	16	
female	22	15	
under 30 years old	4	4	
30-50 years old	19	15	
over 50 years old	15	12	
Total numbers of trainees	2	2	
male	0	1	
female	2	1	
under 30 years old	2	2	
30-50 years old	0	0	
over 50 years old	0	0	
Are a significant portion of the organization's activities performed by workers who are not employees?	not applicable	not applicable	
If applicable, a description of the nature and scale of work performed by workers who are not employees.	not applicable	not applicable	
Collective bargaining agreements (102-41)			
Percentage of total employees covered by collective bargaining agreements	0%	0%	
Benefits provided to full-time employees that are not provided to temporary or part-time employees (401-2)			
Voluntary employer's contribution	Company pension, Capital forming benefits	Company pension, Capital forming benefits	

Key Figures (GRI-Standard)	2020	2019	Explanations
New employee hires and employee turnover (401-1)			
Total number and rate of new employee hires	7	9	
male	1	3	
female	6	6	
under 30 years old	2	2	
30-50 years old	4	5	
over 50 years old	1	2	
Total number and rate of employee turnover	4	2	
male	2	1	
female	2	1	
under 30 years old	1	0	
30-50 years old	1	2	
over 50 years old	2	0	
Average length of service	9.2	8.9	
Parental leave (401-3)			
Total number of employees that were entitled to parental leave	5	7	
male	2	3	
female	3	4	
Total number of employees that took parental leave	5	7	
male	2	3	
female	3	4	
Total number of employees that returned to work in the reporting period after parental leave ended	2	3	
male	2	3	
female	0	0	
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	2	3	
male	2	3	
female	0	0	

Key Figures (GRI-Standard)	2020	2019	Explanations
Return to work and retention rates of employees that took parental leave			
male	100%	100%	
female	-	-	
Workers representation in formal joint management-worker health and safety committees (403-1)			
Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees	100%	100%	
Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities			
Work-related fatalities	0	0	
male	0	0	
female	0	0	
Work-related injuries	0	5	
male	0	3	
female	0	2	
Injury rate	0	11.4%	
Occupational disease rate	0	0	
Lost day rate	310	371	
male	138.5	144	
female	171.5	224	
Average days of illness per employee	7.1	8.8	
Illness rate	3.1%	3.8%	
Average hours of training per year per employee (404-1)			
Total expenditure for training	16,397	15,731	
Expenditure for training per employee	€ 335 (49 employees)	€ 342 (46 employees)	
Average number of hours for training of all employees	Average 17 (in total 829.5)	Average 11 (in total 508.5)	
male	17	8	
female	17	15	
Average number of hours for training of the board members	Average 16 (in total 32)	Average 12 (in total 24)	
male	16	12	
female	0	0	

Key Figures (GRI-Standard)	2020	2019	Explanations
Average number of hours for training of the members of the second management level	Average 34 (in total 239)	Average 7 (in total 50)	
male	34	7	
female	0	0	
Average number of hours for training of the members of the third level	Average 15 (in total 558.5)	Average 14 (in total 434.5)	
male	11	8	
female	18	20	
Programs for upgrading employee skills and transition assistance programs (404-2)			
Type and scope of programs implemented and assistance provided to upgrade employee skills	0	0	
Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	0	0	
Percentage of employees receiving regular performance and career development reviews (404-3)			
Percentage of total employees by gender and by employee category who received a regular performance and career development review	41 of 46 employees	37 of 43 employees	excl. employees on parental leave
entire workforce	89.0% (41)	86.0% (37)	
male	54.3% (25)	53.5% (23)	
female	34.8% (16)	32.6% (14)	
members of the board	4.3% (2)	4.7% (2)	
members of the second management level	15.2% (7)	16.3% (7)	
employees	65.2% (30)	60.5% (26)	
trainees	4.3% (2)	4.7% (2)	
Ratio of basic salary and remuneration of women to men (405-2)			
Ratio of the basic salary and remuneration of women to men for each employee category (%-difference between women and men)			
Board members	only male	only male	
Second management level	only male	only male	
entire workforce	62.9%	60.2%	excl. managing board / trainees / parental leave

Key Figures (GRI-Standard)	2020	2019	Explanations
Incidents of discrimination and corrective actions taken (406-1)			
Total number of incidents of discrimination during the reporting period	0	0	
Status of the incidents and actions taken with reference to the following	-	-	
Other points			
Number of employee information activities	5	2	
Number of employee surveys	1	0	