

## EMPLOYEE INDICATORS

Information on employees and other workers					GRI 102-8
Employees by employment contract, employment type and gender	Unit	2017	2018	2019	
<b>Total employees</b>	<b>N.</b>	<b>45,134</b>	<b>46,462</b>	<b>49,530</b>	
Men	N.	37,134	38,094	40,516	
Women	N.	8,000	8,368	9,014	
<b>Permanent employment contracts</b>	<b>N.</b>	<b>44,711</b>	<b>45,761</b>	<b>48,458</b>	
Men	N.	36,769	37,539	39,649	
Women	N.	7,942	8,222	8,809	
<b>Fixed-term contracts</b>	<b>N.</b>	<b>423</b>	<b>701</b>	<b>1,072</b>	
Men	N.	365	555	867	
Women	N.	58	146	205	
<b>Full-time contracts (permanent)</b>	<b>N.</b>	<b>43,594</b>	<b>44,518</b>	<b>47,139</b>	
Men	N.	36,604	37,298	39,381	
Women	N.	6,990	7,220	7,758	
<b>Part-time contracts (permanent)</b>	<b>N.</b>	<b>1,117</b>	<b>1,243</b>	<b>1,319</b>	
Men	N.	165	241	268	
Women	N.	952	1,002	1,051	

Employees by Country and gender	Unit	2017	2018	2019	
<b>Italy</b>	<b>N.</b>	<b>28,892</b>	<b>29,244</b>	<b>31,186</b>	
Men	N.	24,192	24,517	26,142	
Women	N.	4,700	4,727	5,044	
<b>United States</b>	<b>N.</b>	<b>5,812</b>	<b>6,520</b>	<b>6,996</b>	
Men	N.	4,380	4,871	5,186	
Women	N.	1,432	1,649	1,810	
<b>United Kingdom</b>	<b>N.</b>	<b>6,784</b>	<b>6,986</b>	<b>7,305</b>	
Men	N.	5,703	5,810	6,035	
Women	N.	1,081	1,176	1,270	
<b>Poland</b>	<b>N.</b>	<b>2,609</b>	<b>2,622</b>	<b>2,814</b>	
Men	N.	2,122	2,126	2,283	
Women	N.	487	496	531	
<b>Other Countries</b>	<b>N.</b>	<b>1,037</b>	<b>1,090</b>	<b>1,229</b>	
Men	N.	737	770	870	
Women	N.	300	320	359	

<b>Employees by employment contract and Country</b>	<b>Unit</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
<b>Permanent employment contracts</b>	<b>N.</b>	<b>-</b>	<b>45,761</b>	<b>48,458</b>	
Italy	N.	-	29,178	31,052	
United States	N.	-	6,485	6,932	
United Kingdom	N.	-	6,552	6,832	
Poland	N.	-	2,547	2,540	
Other Countries	N.	-	999	1,102	
<b>Temporary employment contracts</b>	<b>N.</b>	<b>-</b>	<b>701</b>	<b>1,072</b>	
Italy	N.	-	66	134	
United States	N.	-	35	64	
United Kingdom	N.	-	434	473	
Poland	N.	-	75	274	
Other Countries	N.	-	91	127	

<b>Employment</b>					
<b>Return to work and retention rates after parental leave</b>	<b>Unit</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>GRI 401-3</b>
<b>Employees entitled to parental leave</b>	<b>N.</b>	<b>-</b>	<b>-</b>	<b>49,530</b>	
Men	N.	-	-	40,516	
Women	N.	-	-	9,014	
<b>Rate of return to work by gender</b>	<b>%</b>	<b>94</b>	<b>95</b>	<b>99</b>	
Men	%	98	96	99	
Women	%	91	92	97	
<b>Retention rate by gender</b>	<b>%</b>	<b>97</b>	<b>97</b>	<b>96</b>	
Men	%	98	97	98	
Women	%	97	97	94	
<b>Employees who took parental leave during the reporting period, by gender</b>	<b>N.</b>	<b>1,609</b>	<b>1,838</b>	<b>1,809</b>	
Men	N.	723	1,079	1,099	
Women	N.	886	759	710	
<b>Employees who returned to work at the end of the parental leave during the reporting period, by gender</b>	<b>N.</b>	<b>1,422</b>	<b>1,676</b>	<b>1,728</b>	
Men	N.	679	1,051	1,077	
Women	N.	743	625	651	
<b>Employees who returned to work at the end of the parental leave and continued to work 12 months after their return, by gender</b>	<b>N.</b>	<b>1,298</b>	<b>1,219</b>	<b>1,625</b>	
Men	N.	594	608	1,004	
Women	N.	704	611	621	

Occupational health and safety					
Injury Rate (IR) <sup>38</sup> by gender and Country	Unit	2017	2018	2019	GRI 403-2
<b>Total Group rate</b>	<b>i</b>	<b>1.0</b>	<b>1.2</b>	<b>0.9</b>	
Men	i	1.1	1.3	0.9	
Women	i	0.6	0.8	0.7	
<b>Italy</b>	<b>i</b>	<b>1.2</b>	<b>1.2</b>	<b>1.0</b>	
Men	i	1.2	1.2	1.1	
Women	i	0.9	0.8	0.7	
<b>United States</b>	<b>i</b>	<b>1.1</b>	<b>1.4</b>	<b>0.8</b>	
Men	i	1.4	1.8	0.8	
Women	i	0.2	0.1	0.9	
<b>United Kingdom</b>	<b>i</b>	<b>0.4</b>	<b>1.5</b>	<b>0.2</b>	
Men	i	0.4	1.3	0.2	
Women	i	0.3	2.3	0.3	
<b>Poland</b>	<b>i</b>	<b>0.8</b>	<b>0.6</b>	<b>0.5</b>	
Men	i	0.9	0.5	0.6	
Women	i	-	0.7	0.5	

<sup>38</sup> IR is calculated using the following formula: (Total injuries/Total worked hours)\*200,000.

Training					
Average hours of training per employee	Unit	2017	2018	2019	GRI 404-1
<b>Training hours</b>	<b>hours</b>	<b>20</b>	<b>20</b>	<b>19</b>	
<b>Training hours by gender</b>					
Men	hours	20	19	19	
Women	hours	18	23	20	
<b>Training hours by employee category</b>					
Managers	hours	16	18	37	
Middle managers	hours	20	22	19	
White collars	hours	18	19	18	
Blue collars	hours	23	19	18	