



Personnel and social key figures

18/03/2022 *The content of this webpage includes information originally published as part of the company's 2021 Annual and Sustainability Report, which has not been updated since such publication and, as a result, may no longer be up-to-date. Further, other content on this webpage may also be out-of-date.*

Unless specified otherwise, the listed key figures relate to the Porsche AG Group (including subsidiaries).

Total workforce (number of employees)	2021	2020	2019
	36,99	36,35	35,42
Total	6	9	9
	22,37	22,29	21,37
Of which Porsche AG	9	0	1
Of which Porsche Leipzig GmbH	4,309	4,194	4,260
Of which other Group companies	10,30	9,875	9,798

Total workforce (number of employees)	2021	2020	2019
	8		
	33,08	32,66	31,69
Region: Germany	9	1	0
Region: Europe (excluding Germany)	1,695	1,565	1,581
Region: North America	840	819	834
Region: Asia	1,098	1,055	1,021
Other regions (Australia, Latin America)	274	259	303

Employees by gender	2021	2020	2019
No. of employees by gender			
Female	6,808	6,588	6,450
Male	30,188	29,771	28,979
Percentage breakdown of employees by gender			
Female	18.4 %	18.1 %	18.2 %
Male	81.6 %	81.9 %	81.8 %

Employees by type of employment ¹⁾	2021	2020	2019
	34,29	34,01	33,51
Full-time employees ²⁾	7	0	2
Of which trainees	717	798	853
Part-time employees	2,699	2,349	1,917
	32,70	31,81	31,07
Employees subject to wage agreements	2	6	5
Employees exempt from wage agreements and executive employees	4,294	4,410	4,354

1) Due to equal pay and the framework conditions, Porsche does not report the number of temporary employees separately. 2) Definition of full-time employee: full-time employees are all employees with a contractually agreed weekly working time of at least 35 hours. In the case of employees in production who are covered by the reduction of working hours under the Labour Market of the Future works agreement, the reduced working time as agreed is deemed to represent full-time employment. There are no seasonal variations in the size of the workforce. ¹⁾ Due to equal pay and the framework conditions, Porsche does not report the number of temporary employees separately.

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Employees by age structure in %	2021	2020	2019
Porsche AG Group			
< 30 years	22.1 %	20.9 %	22.9 %
Of which female	4.5 %	4.7 %	5.2 %
Of which male	17.6 %	16.2 %	17.7 %
30 – 50 years	60.0 %	61.6 %	60.1 %
Of which female	11.3 %	10.9 %	10.7 %
Of which male	48.7 %	50.7 %	49.4 %
> 50 years	17.9 %	17.5 %	17.0 %
Of which female	2.6 %	2.5 %	2.4 %
Of which male	15.3 %	15.0 %	14.6 %
Porsche AG			
< 30 years	20.0 %	22.6 %	23.9 %
30 – 50 years	59.9 %	57.7 %	56.4 %
> 50 years	20.1 %	19.8 %	19.7 %
Porsche Leipzig GmbH			
< 30 years	8.5 %	10.2 %	19.1 %
30 – 50 years	77.2 %	76.6 %	71.2 %
> 50 years	14.3 %	13.2 %	9.7 %

	2021	2020	2019
Percentage breakdown of executive employees by age and gender			
Breakdown by age			
< 30 years	0.0 %	0.0 %	0.0 %
30 – 50 years	16.1 %	15.6 %	25.8 %
> 50 years	83.9 %	84.4 %	74.2 %

	20	20	20
Percentage breakdown of executive employees by age and gender	21	20	19
	9 %	4 %	2 %

Breakdown by gender			
	9.7	6.3	6.5
Female	%	%	%
	90.	93.	93.
Male	3 %	7 %	5 %

Employee turnover in % ¹⁾	2021	2020	2019
Proportion of employees who left the company	2.4 %	2.1 %	1.9 %

1) Porsche's reporting on employee turnover is not broken down by age group, gender and religion as this data is not of a material nature for the company and is not relevant for control purposes. The reported figure does not include temporary employment contracts, retirements or partial retirement arrangements. 1) Porsche's reporting on employee turnover is not broken down by age group, gender and religion as this data is not of a material nature for the company and is not relevant for control purposes. The reported figure does not include temporary employment contracts, retirements or partial retirement arrangements.

	202	202	201
Newly hired employees by region, gender and age group	1	0	9

No. of newly hired employees by region			
	1,55	2,22	3,68
Region: Germany	3	1	4
Region: Europe (excluding Germany)	180	96	127
Region: North America	110	78	36
Region: Asia	100	93	57
Other regions (Australia, Latin America)	12	16	20

No. of newly hired employees by gender			
Female	586	453	679
	1,36	2,05	3,24
Male	9	1	5

No. of newly hired employees by age group			
		1,25	2,03
< 30 years	810	9	4
30 – 50 years	1,07	1,15	1,81

	2021	2020	2019
Newly hired employees by region, gender and age group	1	0	9
	6	1	9
> 50 years	69	94	71

	2021	2020	2019
Parental leave and return to the workplace			
No. of employees who took parental leave ¹⁾			
Total	1,534	1,523	1,322
Female	350	281	243
Male	1,184	1,242	1,079
No. of employees returning after parental leave ²⁾			
Total	1,434	1,484	1,095
Female	268	244	48
Male	1,166	1,240	1,047
No. of returned employees still employed after 12 months ²⁾			
Total	1,278	1,454	1,037
Female	223	236	190
Male	1,055	1,218	847

1) The total number of employees entitled to parental leave cannot be determined because employees are not obliged to report a birth. The year for which the parental leave is recorded is the year in which the period of leave begins. 2) Due to the relatively long duration of parental leave or as a result of leave commencing late in the respective reporting year, not all employees have returned by the time of data collection. The return to work and retention rate cannot be calculated on an annual basis as employees who returned in a given year did not necessarily also begin their parental leave in that same calendar year. 1) The total number of employees entitled to parental leave cannot be determined because employees are not obliged to report a birth. The year for which the parental leave is recorded is the year in which the period of leave begins.

2) Due to the relatively long duration of parental leave or as a result of leave commencing late in the respective reporting year, not all employees have returned by the time of data collection. The return to work and retention rate cannot be calculated on an annual basis as employees who returned in a given year did not necessarily also begin their parental leave in that same calendar year.

	2021	2020	2019
No. of training programme participations	210,6	125,2	107,2
Total number of participations	11	97	94
	39,32	23,76	20,05
Female	7	7	6
Male	171,2	101,5	87,23

No. of training programme participations	2021	2020	2019
	84	30	8

Percentage breakdown of participations by employee category			
Employees subject to wage agreements	85.9 %	85.0 %	87.3 %
Employees exempt from wage agreements and executive employees	14.1 %	15.0 %	12.7 %

Average number of training hours per participant	2021	2020	2019
Total	12.4	15.9	21.6
Female	14.2	15.7	21.7
Porsche AG	15.3	17.2	22.4
Porsche Leipzig GmbH	9.9	11.3	17.2
Other Group companies	11.3	7.3	19.0
Male	12.1	15.9	21.6
Porsche AG	12.1	17.4	23.3
Porsche Leipzig GmbH	10.5	10.4	11.7
Other Group companies	16.6	9.7	22.6

	20	20	20
Average no. of training hours per participant by employee category	21	20	19
Employees subject to wage agreements	11.	15.	21.
	7	5	8
Porsche AG	11.	17.	23.
	8	0	5
Porsche Leipzig GmbH	10.	10.	11.
	2	1	8
Other Group companies	13.		21.
	9	8.1	7
Employees exempt from wage agreements and executive employees	19.	19.	20.
	2	9	6
Porsche AG	19.	20.	20.
	1	2	3
Porsche Leipzig GmbH	21.	28.	28.
	3	8	3

	20	20	20
Average no. of training hours per participant by employee category	21	20	19
	19.	13.	20.
Other Group companies	4	9	8

Number of accidents, lost days and fatalities ¹⁾			
Total			
Accidents ²⁾	203	214	218
Lost days ³⁾	1,96	1,73	2,55
Fatalities	4	3	6
Porsche AG			
Accidents ²⁾	185	191	188
Lost days ³⁾	1,76	1,44	2,36
Fatalities	7	0	2
Porsche Leipzig GmbH			
Accidents ²⁾	18	23	30
Lost days ³⁾	197	293	194
Fatalities	0	0	0

1) Porsche does not make a distinction according to gender or between employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, and does not show the individual categories for work-related injuries (level of detail not material). 2) Porsche only reports accidents that were officially recorded. Non-serious injuries (minor accidents) are not reported. Accidents that do not result in lost days (calendar days) are classed as minor accidents. 3) Missed working days resulting from accidents reported in the reporting period are counted as lost days (usually Monday to Friday); the day of the accident itself is not included (≥ 1 lost calendar day). 1) Porsche does not make a distinction according to gender or between employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, and does not show the individual categories for work-related injuries (level of detail not material).

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3) Missed working days resulting from accidents reported in the reporting period are counted as lost days (usually Monday to Friday); the day of the accident itself is not included (≥ 1 lost calendar day).

Injury rate ¹⁾	2021	2020	2019
Porsche AG	5.7	6.1	6.1
Porsche Leipzig GmbH	2.9	4.0	4.6

1) Injury rate = accident frequency index: provides information on how frequently reported accidents have occurred within the company relative to the total hours worked. The calculation formula used is the number of reported work-related accidents multiplied by one million hours, divided by the number of hours worked. 1) Injury rate = accident frequency index: provides information on how frequently reported accidents have occurred within the company relative to the total hours worked. The calculation formula used is the number of reported work-related accidents multiplied by one million hours, divided by the number of hours worked.

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