

## 2-7 Employees

(numbers are in headcount as of the last day of the fiscal year, i.e. 30 September 2023)

Scope includes active employees. Not cover parental leave without active contract and company executives.

Total number of employees by region office*	FY2023			FY2022		
	Women	Men	Total	Women	Men	Total
Praha	490	381	871	470	373	843
Brno	120	87	207	108	62	170
České Budějovice	20	2	22	23	2	25
Ostrava	48	20	68	46	20	66
<b>Total</b>	<b>678</b>	<b>490</b>	<b>1168</b>	<b>647</b>	<b>457</b>	<b>1104</b>

\*discrepancy between total numbers in FY2022 and FY2023 is created by changes in number of parental leave and changes in contract types

Total number of employees by region office	FY2023									FY2022								
	permanent			temporal			DPP, DPČ			permanent			temporal			DPP, DPČ		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Praha	356	323	679	35	13	48	99	45	144	345	319	664	15	6	21	110	48	158
Brno	95	58	153	6	6	12	19	23	42	83	45	128	5	2	7	20	15	35
České Budějovice	15	2	17	4	0	4	1	0	1	14	2	16	6	0	6	3	0	3
Ostrava	35	19	54	2	0	2	11	1	12	34	16	50	0	0	0	12	4	16
<b>Total</b>	<b>501</b>	<b>79</b>	<b>903</b>	<b>47</b>	<b>19</b>	<b>66</b>	<b>130</b>	<b>69</b>	<b>199</b>	<b>476</b>	<b>63</b>	<b>858</b>	<b>26</b>	<b>8</b>	<b>34</b>	<b>145</b>	<b>67</b>	<b>212</b>

Total number of employees by region office	FY2023						FY2022					
	full-time			part-time incl. DPP, DPČ			full-time			part-time incl. DPP, DPČ		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Praha	292	307	599	198	74	272	281	306	587	189	67	256
Brno	69	53	122	51	34	85	61	41	102	47	21	68
České Budějovice	15	2	17	5	0	5	16	2	18	7	0	7
Ostrava	26	16	42	22	4	26	23	13	36	23	7	30
<b>Total</b>	<b>402</b>	<b>378</b>	<b>780</b>	<b>276</b>	<b>112</b>	<b>388</b>	<b>381</b>	<b>362</b>	<b>743</b>	<b>266</b>	<b>95</b>	<b>361</b>

Total number of employees by categories	FY2023					FY2022				
	Praha	Brno	ČB	Ostrava	Total	Praha	Brno	ČB	Ostrava	Total
Partner	28	1	0	0	29	28	0	0	0	28
Director	19	1	0	0	20	18	2	0	0	20
Senior Manager	54	4	0	0	58	51	3	0	0	54
Manager	69	8	0	3	80	58	8	0	2	68
Senior Team Member	347	46	13	27	433	349	37	12	22	420
Team Member	354	147	9	38	548	339	120	13	42	514
<b>Total</b>	<b>871</b>	<b>207</b>	<b>22</b>	<b>68</b>	<b>1168</b>	<b>843</b>	<b>170</b>	<b>25</b>	<b>66</b>	<b>1104</b>

## 2-8 Workers who are not employees

(numbers are in headcount as of the last day of the fiscal year, i.e. 30 September 2023)

Scope includes workers with external contract, freelancers and company executives.

	FY2023	FY2022
<b>Total number</b>	68	58
<b>External contracts*</b>	44	N/A
*information has started monitoring since fiscal year 2023		

## 401-1 New employee hires and employee turnover

(numbers are in headcount as of the last day of the fiscal year, i.e. 30 September 2023)

Scope includes active employees. Not cover parental leave without active contract and company executives.

New employee hires	FY2023							FY2022						
	under 30		30 - 50		over 50		Total	under 30		30 - 50		over 50		Total
	Women	Men	Women	Men	Women	Men		Women	Men	Women	Men	Women	Men	
Praha	77	62	24	17	4	5	189	88	73	30	25	1	5	222
Brno	27	34	2	3	0	0	66	35	30	1	1	0	0	67
České Budějovice	3	0	1	0	0	0	4	6	0	2	0	0	0	8
Ostrava	6	3	3	0	0	0	12	11	6	1	0	0	0	18
<b>Total</b>	<b>113</b>	<b>99</b>	<b>30</b>	<b>20</b>	<b>4</b>	<b>5</b>	<b>271</b>	<b>140</b>	<b>109</b>	<b>34</b>	<b>26</b>	<b>1</b>	<b>5</b>	<b>315</b>

Number of employee turnover	FY2023							FY2022						
	under 30		30 - 50		over 50		Total	under 30		30 - 50		over 50		Total
	Women	Men	Women	Men	Women	Men		Women	Men	Women	Men	Women	Men	
Praha	45	56	40	39	2	6	188	68	55	42	37	3	5	210
Brno	15	21	3	2	1	0	42	22	17	7	4	0	1	51
České Budějovice	2	0	6	0	0	0	8	3	0	1	0	1	0	5
Ostrava	3	3	3	1	0	0	10	3	3	2	1	0	0	9
<b>Total</b>	<b>65</b>	<b>80</b>	<b>52</b>	<b>42</b>	<b>3</b>	<b>6</b>	<b>248</b>	<b>96</b>	<b>75</b>	<b>52</b>	<b>42</b>	<b>4</b>	<b>6</b>	<b>275</b>

Rate of employee turnover	FY2023							FY2022						
	under 30		30 - 50		over 50		Total	under 30		30 - 50		over 50		Total
	Women	Men	Women	Men	Women	Men		Women	Men	Women	Men	Women	Men	
Praha	23,32%	38,36%	16,19%	20,74%	4,00%	12,77%	21,58%	31,48%	32,74%	19,35%	21,26%	8,11%	16,13%	24,91%
Brno	19,23%	32,81%	7,32%	8,70%	100,00%	0,00%	20,29%	29,73%	36,17%	21,21%	26,67%	0,00%	0,00%	30,00%
České Budějovice	28,57%	0,00%	66,67%	0,00%	0,00%	0,00%	36,36%	27,27%	0,00%	12,50%	0,00%	25,00%	0,00%	20,00%
Ostrava	15,00%	27,27%	11,11%	11,11%	0,00%	0,00%	14,71%	11,54%	17,65%	10,00%	33,33%	0,00%	0,00%	13,64%
<b>Total</b>	<b>21,81%</b>	<b>36,20%</b>	<b>16,05%</b>	<b>19,00%</b>	<b>5,36%</b>	<b>12,50%</b>	<b>21,23%</b>	<b>29,36%</b>	<b>32,33%</b>	<b>18,71%</b>	<b>21,65%</b>	<b>9,52%</b>	<b>19,35%</b>	<b>24,91%</b>

#### 405-1 Diversity of governance bodies and employees

(numbers are in headcount as of the last day of the fiscal year, i.e. 30 September 2023)

Scope includes active employees. Not cover parental leave without active contract and company executives.

MCO by position	FY2023					FY2022				
	Women	Men	Total	Women	Men	Women	Men	Total	Women	Men
Partner	1	6	7	14,29%	85,71%	1	5	6	16,67%	83,33%

MCO broken down by age	FY2023							FY2022						
	under 30	30-50	over 50	Total	under 30	30-50	over 50	under 30	30-50	over 50	Total	under 30	30-50	over 50
Partner	0	2	5	7	0,00%	28,57%	71,43%	0	1	5	6	0,00%	16,67%	83,33%

MCO age structure	FY2023			FY2022		
	Women	Men	Total	Women	Men	Total
under 30	0	0	0	0	0	0
30 - 50	0	2	2	0	1	1
over 50	1	4	5	1	4	5
<b>Total</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>6</b>

Total number of employees by position	FY2023					FY2022				
	Women	Men	Total	Women	Men	Women	Men	Total	Women	Men
Partner	6	23	29	20,69%	79,31%	5	23	28	17,86%	82,14%
Director	3	17	20	15,00%	85,00%	5	15	20	25,00%	75,00%
Senior Manager	13	45	58	22,41%	77,59%	13	41	54	24,07%	75,93%
Manager	25	55	80	31,25%	68,75%	25	43	68	36,76%	63,24%
Senior Team Member	300	133	433	69,28%	30,72%	282	138	420	67,14%	32,86%
Team Member	331	217	548	60,40%	39,60%	317	197	514	61,67%	38,33%
<b>Total</b>	<b>678</b>	<b>490</b>	<b>1168</b>	<b>58,05%</b>	<b>41,95%</b>	<b>647</b>	<b>457</b>	<b>1104</b>	<b>58,61%</b>	<b>41,39%</b>

Employees broken down by age	FY2023								FY2022							
	under 30	30-50	over 50	Total	under 30	30-50	over 50	Total	under 30	30-50	over 50	Total	under 30	30-50	over 50	Total
Partner	0	17	12	29	0,00%	58,62%	41,38%	2,48%	0	19	9	28	0,00%	67,86%	32,14%	2,54%
Director	0	14	6	20	0,00%	70,00%	30,00%	1,71%	0	15	5	20	0,00%	75,00%	25,00%	1,81%
Senior Manager	0	44	14	58	0,00%	75,86%	24,14%	4,97%	0	47	7	54	0,00%	87,04%	12,96%	4,89%
Manager	1	65	14	80	1,25%	81,25%	17,50%	6,85%	2	54	12	68	2,94%	79,41%	17,65%	6,16%
Senior Team Member	69	315	49	433	15,94%	72,75%	11,32%	37,07%	114	273	33	420	27,14%	65,00%	7,86%	38,04%
Team Member	449	90	9	548	81,93%	16,42%	1,64%	46,92%	443	64	7	514	86,19%	12,45%	1,36%	46,56%
<b>Total</b>	<b>519</b>	<b>545</b>	<b>104</b>	<b>1168</b>	<b>44,43%</b>	<b>46,66%</b>	<b>8,90%</b>	<b>100,00%</b>	<b>559</b>	<b>472</b>	<b>73</b>	<b>1104</b>	<b>50,63%</b>	<b>42,75%</b>	<b>6,61%</b>	<b>100,00%</b>

Employees age structure	FY2023				FY2022			
	Women	Men	Total	%	Women	Men	Total	%
under 30	298	221	519	44,43%	327	232	559	50,63%
30 - 50	324	221	545	46,66%	278	194	472	42,75%
over 50	56	48	104	8,90%	42	31	73	6,61%
<b>Total</b>	<b>678</b>	<b>490</b>	<b>1168</b>	<b>100,00%</b>	<b>647</b>	<b>457</b>	<b>1104</b>	<b>100,00%</b>

#### 401-3 Parental leave

	FY2023					FY2022				
	Praha	Brno	ČB	Ostrava	Total	Praha	Brno	ČB	Ostrava	Total
<b>Total number of employees that were entitled to parental leave, by gender</b>	150	24	11	13	198	175	27	12	15	229
- Men	36	6	0	3	45	40	5	0	3	48
- Women	114	18	11	10	153	135	22	12	12	181
<b>Total number of employees that took parental leave, by gender</b>	134	22	12	13	181	137	17	9	11	174
- Men	7	1	0	2	10	1	0	0	0	1
- Women	127	21	12	11	171	136	17	9	11	173
<b>Total number of employees that returned to work in the reporting period after parental leave ended, by gender</b>	24	4	1	3	32	18	4	3	0	25
- Men	7	1	0	2	10	1	0	0	0	1
- Women	17	3	1	1	22	17	4	3	0	24
<b>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender</b>	15	4	3	0	22	11	2	1	1	15
- Men	0	0	0	0	0	2	0	0	0	2
- Women	15	4	4	0	23	9	2	1	1	13
<b>Total number of employees that did not return to work after parental leave, by gender*</b>	10	2	2	1	15	0	0	0	0	0
- Men	0	0	0	0	0	0	0	0	0	0
- Women	10	2	2	1	15	0	0	0	0	0
<b>Return to work rate</b>	71%	67%	33%	75%	68%	N/A	N/A	N/A	N/A	N/A
<b>Total number of employees that did return to work in previous reporting period</b>	18	4	3	0	22	15	3	1	3	22
<b>Retention rate</b>	83%	100%	100%	0%	100%	73%	67%	100%	33%	68%

\*information has started monitoring since fiscal year 2023

## 404 Training and education

Number of training hours	FY2023				
	Praha	Brno	České Budějovice	Ostrava	Total
<b>Total number of training hours</b>	<b>43942</b>	<b>16763</b>	<b>682</b>	<b>4678</b>	<b>66066</b>
- Men	20880	6640	54	1587	29160
- Women	23062	10123	628	3092	36906
- Partner	1439	33	0	0	1472
- Director	950	69	0	0	1020
- Senior Manager	3382	516	0	0	3898
- Manager	3553	606	0	275	4434
- Senior Team Member	18270	5423	431	1949	26073
- Team Member	16347	10116	251	2454	29169
<b>Average hours of training per employee</b>	<b>50</b>	<b>81</b>	<b>31</b>	<b>69</b>	<b>57</b>
- Men	55	76	27	79	60
- Women	47	84	31	64	54
- Partner	51	33	0	0	51
- Director	50	69	0	0	51
- Senior Manager	63	129	0	0	67
- Manager	51	76	0	92	55
- Senior Team Member	53	118	33	72	60
- Team Member	46	69	28	65	53

### 305 Emissions

(numbers are in tCO<sub>2</sub>e)

	FY2023	FY2022	FY2021	FY2020	FY2019
<b>Direct (Scope 1) GHG emissions</b>	298	323	334	352	424
<b>Energy indirect (Scope 2) GHG emissions</b>	482	491	500	650	732
<b>Scope 1 and 2 emissions per employee (tCO<sub>2</sub>e/headcount)</b>	<b>0,67</b>	<b>0,74</b>	<b>0,74</b>	<b>0,93</b>	<b>1,01</b>
<b>Other indirect (Scope 3) GHG emissions*</b>	2204	491	242	726	1246
Purchased Goods and Services**	1470	-	-	-	-
<b>Total emissions</b>	2984	1305	1076	1728	2402
<b>Scope 1, 2 and 3 emissions per employee (tCO<sub>2</sub>e/headcount)</b>	<b>2,55</b>	<b>1,18</b>	<b>0,95</b>	<b>1,60</b>	<b>2,11</b>

\*business travel, waste and water used

\*\*new category has been added to the calculation in fiscal year 2023

### 306 Waste

(numbers are in kg)

	FY2023	FY2022	FY2021	FY2020	FY2019
Recycled waste	6626	6499	5363	7466	6734
Total waste	32058	37082	44861	47477	35143