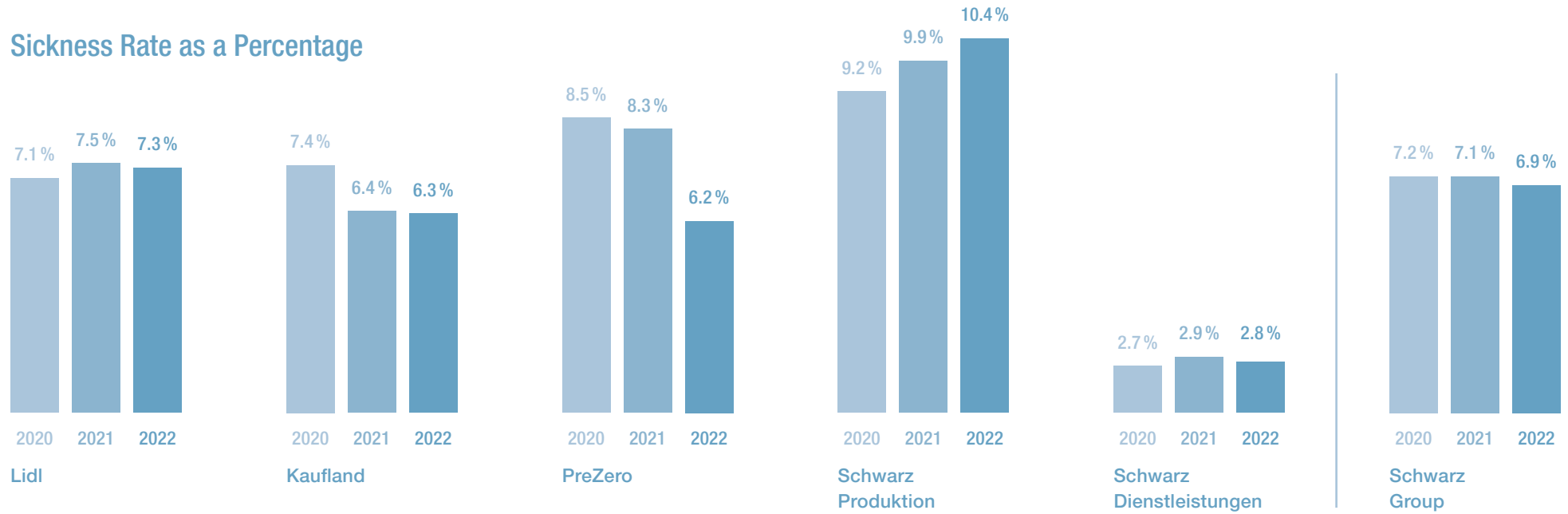


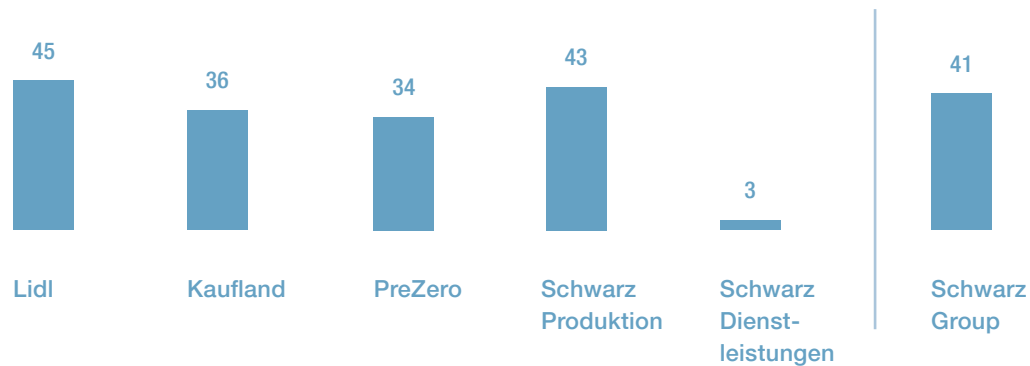
Key Performance Indicators

Sickness Rate as a Percentage



Number of Occupational Accidents¹

Occupational accidents per 1,000 FTE in the 2022 FY



1 | The definition for collecting this data has been significantly revised from that which was used for the number of occupational accidents published in the Sustainability Report for FY 20/21.

Total Workforce

	FY	Lidl	Kaufland	PreZero	Schwarz Produktion	Schwarz Dienstleistungen	Schwarz Group
Total number¹ of employees	2020	341,419	136,445	4,198	3,477	5,684	491,223
	2021	372,255	143,706	11,845	3,831	6,609	538,246
	2022	386,563	149,677	27,125	4,097	8,246	575,708
of which full time employees	2020	124,427	62,391	3,834	3,268	4,823	198,743
	2021	149,853	66,355	10,691	3,353	5,763	236,015
	2022	164,996	71,060	22,266	3,548	7,201	269,071
of which part-time ²	2020	216,992	74,054	364	209	861	292,480
	2021	222,402	77,351	1,154	478	846	302,231
	2022	221,567	78,617	4,859	549	1,045	306,637
Number of trainees according to annual financial statement	2020	4,152	1,399	78	86	121	5,836
	2021	5,815	1,712	198	89	141	7,955
	2022	7,220	1,689	192	92	135	9,328

1 | The number of employees listed here shows the internal control figure, which is based on different definition of employee to that used in the annual financial statement. While the annual financial statement states the number of employees including those on long-term sick leave and maternity leave as end-of-quarter averages for the fiscal year, the internal reporting date is the end of the fiscal year. Employees on maternity leave and long-term sick leave (exception: Lidl) are not included in internal reporting.

2 | Employees with average working hours of less than 100 percent of full-time hours are classed as part-time. Unless there is national regulation on the issue, part-time is considered to be fewer than 163 hours/month.

Collective Bargaining Agreements

Proportion of employees to whom collective agreements apply ¹



1 | The percentage of both tariff and non-tariff employees covered by a collective bargaining agreement is recorded.

Employees by Employment Relationship¹

	2020				2021				2022			
	Number	Permanent Proportion	Number	Fixed-term Proportion	Number	Permanent Proportion	Number	Fixed-term Proportion	Number	Permanent Proportion	Number	Fixed-term Proportion
Total	442,273	90.0 %	48,950	10.0 %	490,245	91.1 %	47,675	8.9 %	523,543	90.9 %	52,165	9.1 %
By gender												
Female	290,937	65.8 %	28,427	58.1 %	326,294	66.6 %	27,598	57.9 %	338,040	64.6 %	29,315	56.2 %
Male	151,336	34.2 %	20,523	41.9 %	163,951	33.4 %	20,077	42.1 %	185,503	35.4 %	22,850	43.8 %
By region²												
Germany	162,703	36.8 %	11,323	23.1 %	177,462	36.2 %	12,424	26.1 %	185,371	35.4 %	12,298	23.6 %
International	279,570	63.2 %	37,627	76.9 %	312,783	63.8 %	35,251	73.9 %	338,172	64.6 %	39,867	76.4 %

1 | The number of employees listed here shows the internal control figure, which is based on different definition of employee to that used in the annual financial statement. While the annual financial statement states the number of employees including those on long-term sick leave and maternity leave as end-of-quarter averages for the fiscal year, the internal reporting date is the end of the fiscal year. Employees on maternity leave and long-term sick leave (exception: Lidl) are not included in internal reporting.

2 | For 2020, for data collection reasons, all PreZero employees were assigned to the Germany region even if individual PreZero business units are located outside of Germany. For FY 2021 and 2022, only PreZero DE is assigned to "Germany"; the rest are assigned to the "International" category. "Germany" region: Lidl in Germany, Kaufland in Germany, PreZero Germany, Schwarz Produktion and Schwarz Dienstleistungen incl. Zentrale Dienste. The online business is not restricted to a location and is therefore assigned to the "International" region.

New Hires

	2020		2021		2022	
	Number	Proportion	Number	Proportion	Number	Proportion
Total new employees hired¹	131,930		141,916		165,157	
By age						
Age group < 30 years old	89,098	67.5 %	92,130	64.9 %	101,922	61.7 %
Age group 30–50 years old	38,033	28.8 %	43,115	30.4 %	53,522	32.4 %
Age group > 50 years old	4,799	3.6 %	6,671	4.7 %	9,713	5.9 %
By gender						
Female	75,810	57.5 %	81,811	57.6 %	90,932	55.1 %
Male	56,120	42.5 %	60,105	42.4 %	74,225	44.9 %
By region²						
Germany	40,643	30.8 %	37,802	26.6 %	44,179	26.7 %
International	91,287	69.2 %	104,114	73.4 %	120,978	73.3 %

1 | All new hires in Schwarz Group are included in the relevant FY, irrespective of whether the employees are hired on a fixed-term contract (start date).

2 | see Footnote 2 above

Employee Turnover

	2020		2021		2022	
	Number	Rate ²	Number	Rate ²	Number	Rate ²
Total number of employees who left the company¹	101,556	21.1 %	134,403	25.9 %	152,055	27.1 %
By gender						
Female	56,923	17.8 %	76,228	22.3 %	84,922	23.6 %
Male	44,633	27.9 %	58,175	32.8 %	66,749	33.3 %
Diverse	0	0.0 %	0	0.0 %	384	33.8 %

1 | All employees who left companies of Schwarz Group in the respective FY are included, excluding temporary staff, interns, working students, and diploma students. Transfers from one company of Schwarz Group to another are recorded as departures from the company. Employees who transfer from one company of Schwarz Group to another in the context of a transfer of undertakings are not recorded as departures from the company. At Lidl, by way of derogation from the above, all employees with a fixed term of less than six months are not included; transfers within the Lidl division are also not included.

2 | Employee turnover is calculated as the ratio of employees who leave the company compared with the average number of employees.

Employee Diversity

According to employee categories in FY 2022^{1,2}

	Employees without management role		Management		Senior Management		Top Management		Total	
	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion	Number	Proportion
Total workforce	539,434	93.7 %	35,180	6.1 %	753	0.1 %	341	0.1 %	575,708	100.0 %
By age										
Age group < 30 years old	167,378	31.0 %	3,884	11.0 %	2	0.3 %	2	0.6 %	171,266	29.7 %
Age group 30–50 years old	279,978	51.9 %	27,148	77.2 %	602	79.9 %	265	77.7 %	307,993	53.5 %
Age group > 50 years old	92,078	17.1 %	4,148	11.8 %	149	19.8 %	74	21.7 %	96,449	16.8 %
By gender										
Female	352,242	65.3 %	14,938	42.5 %	120	15.9 %	55	16.1 %	367,355	63.8 %
Male	187,192	34.7 %	20,242	57.5 %	633	84.1 %	286	83.9 %	208,353	36.2 %

1 | To ensure controlling relevance, the employee definition used in internal management reports is used as the basis for the collection and reporting of all specified figures here rather than the definition provided in the annual financial statement. This includes full-time/part-time employees, employees in marginal employment, apprentices, dual students, trainees, employees on postings from abroad, employees on sabbatical and part-time retirees in their active phase temporary staff like e. g., working students, interns, diploma students, and temporary staff (provided that working hours have been undertaken during the reporting period).

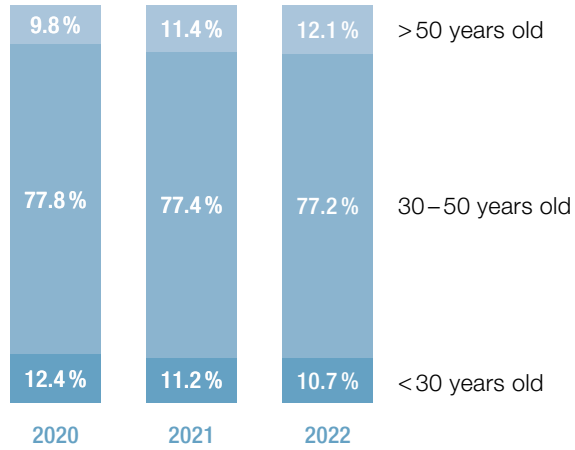
2 | Employee categories are defined according to our joint understanding as follows: Top Management = Management Level I – II, Senior Management = Management Level III, Management = Managers from Management Level IV – VI excluding deputies / no specialist level, employees without management role = other employees.



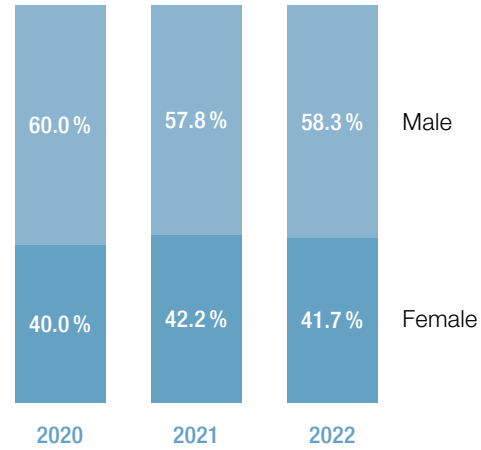
Diversity in Management Bodies

Proportion of persons by age group and gender ¹

By age



By gender



¹ | The Top Management, Senior Management, and management levels are classed as management bodies in accordance with the definition jointly coordinated by the companies of Schwarz Group.

Employee categories are broken down according to the joint definitions as follows: Top Management = Management Level I – II, Senior Management = Management Level III, Management = Managers from Management Level IV-VI excluding deputies / no specialist level. The figures represent the status as at the end of FY 2022.

Employer Awards Kaufland

Europe



Bulgaria



Croatia



Czech Republic



Germany



Moldova



Poland



Romania



Slovakia



Employer Awards Lidl

Europe



Belgium



Bulgaria



Cyprus



Czech Republic



Germany



Finland



France



Greece



Hungary



Ireland



Italy



Lithuania



Luxembourg



Malta



The Netherlands



Poland



Portugal



Romania



Serbia



Slovakia



Slovenia



Spain



Sweden



Switzerland



The United Kingdom

