

Number of employees			
	2021	2020	2019
ZEAL in total	167	178	218
<i>Of which women</i>	57	62	85
<i>Of which part-time employees</i>	35	35	59
<i>Of which women part-time</i>	24	29	41
Average age of the workforce in years	38	37	36
Nationalities	23	25	25
Employees (full-time equivalents)	157	161	181

New Employees			
	2021	2020	2019
New Employees	26	30	20
Of which in Germany	22	27	19
<i>Thereof female</i>	11	7	6
<i>Thereof male</i>	11	20	13
Of which in Spain	4	1	1
<i>Thereof female</i>	2	0	1
<i>Thereof male</i>	2	1	0
Of which in Great Britain	0	2	13
<i>Thereof female</i>	0	2	6
<i>Thereof male</i>	0	0	7

Proportion of women			
	2021	2020	2019
Executive Board	0%	0%	33%
Supervisory Board	0%	0%	0%
2nd management level	17%	30%	27%