

# Diversity at HHLA

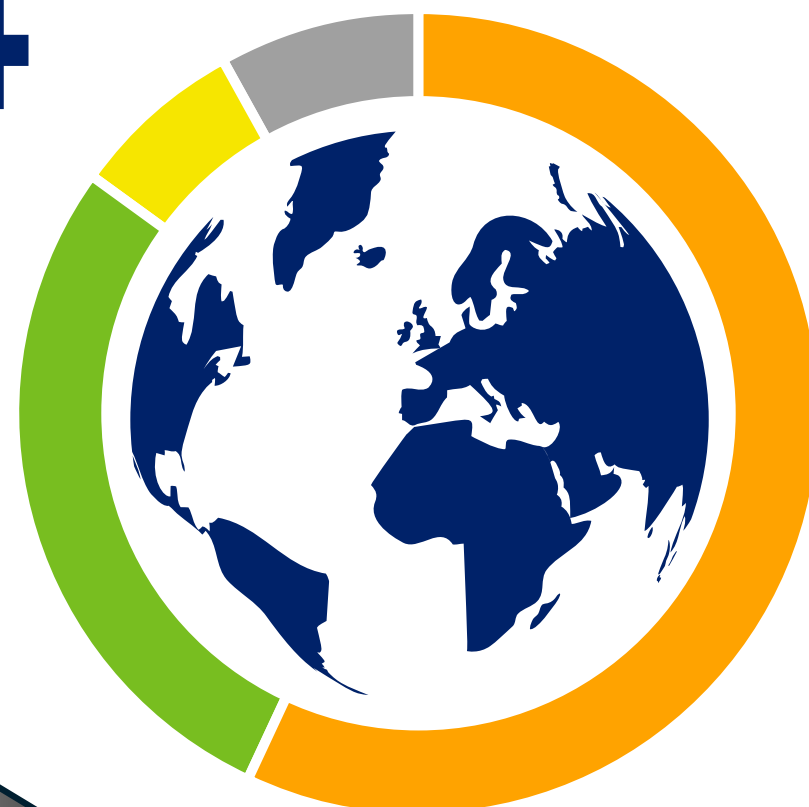


Hamburger Hafen und Logistik AG commits itself to a working environment that promotes diversity and bias-free collaboration – regardless of its employees' gender, nationality, ethnic or social origin, religion or worldview, physical or mental abilities, age or sexual orientation. Here's a little insight into numbers, according to the 2021 Annual Report:

## INTERNATIONALITY

**6,444\***

Employees in 11 European countries and from at least 36 nationalities



- 57.0 %**  
Germany
- 27.5 %**  
Central Europe\*\*
- 7.3 %**  
Ukraine
- 8.1 %**  
Other countries



## EMPLOYEES BY GENDER\*\*\*

**147** Recruitments in Germany



**351** Recruitments international



**82** apprentices and students in Germany

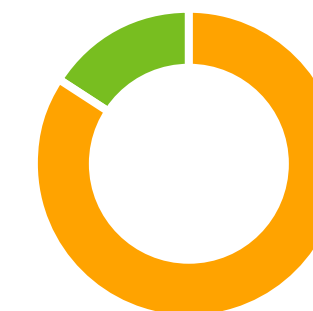


**7,8 %** Part-time workers in Germany



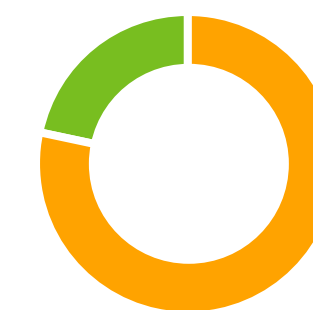
**Germany**  
(inclusive apprentices)

- 84.3 %** men
- 15.7 %** women



**International**

- 78.5 %** men
- 21.5 %** women



## AGE STRUCTURE

**Ø 45.2**

years in Germany and Ø 42.0 years international



## PEOPLE WITH DISABILITY

**8.2 %**

employees with a severe disability (including persons of an equivalent status) in Germany



## LENGTH OF SERVICE

**Ø 15.5**

years in Germany and Ø 7.1 Jahre international



\*Number of employees as of 31.12.2021 + annual average of 624 employees of Gesamthafenbetriebs-Gesellschaft (GHB) \*\*Czech Republic, Slovakia, Hungary, Slovenia \*\*\* No data currently available for non-binary employees