

HR data 2013

Employee Data - 2013

Age profile by Gender

5yr Age Range	Headcount %		
Gender	Female	Male	Total
1 =< Age < 21	1%	1%	1%
21 =< Age < 26	7%	5%	6%
26 =< Age < 31	16%	13%	14%
31 =< Age < 36	18%	16%	17%
36 =< Age < 41	15%	14%	15%
41 =< Age < 46	13%	14%	14%
46 =< Age < 51	12%	13%	13%
51 =< Age < 56	9%	12%	11%
56 =< Age < 61	6%	8%	8%
61 =< Age < 66	2%	4%	3%
>= 66	0%	0%	0%
Total	100%	100%	100%

Age profile by Nationality

5yr Age Range	Headcount %		
Nationality	HGM	MM	Total
1 =< Age < 21	0%	1%	1%
21 =< Age < 26	7%	4%	6%
26 =< Age < 31	21%	7%	14%
31 =< Age < 36	24%	10%	17%
36 =< Age < 41	18%	11%	15%
41 =< Age < 46	13%	15%	14%
46 =< Age < 51	8%	18%	13%
51 =< Age < 56	5%	16%	11%
56 =< Age < 61	2%	12%	8%
61 =< Age < 66	1%	6%	3%
>= 66	0%	1%	0%
Total	100%	100%	100%

Length of Service (LOS) profile by Gender

5yr LOS Range	Headcount %		
Gender	Female	Male	Total
0 =< LoS < 6	49%	42%	43%
6 =< LoS < 11	17%	18%	18%
11 =< LoS < 16	12%	11%	11%
16 =< LoS < 21	7%	9%	8%
21 =< LoS < 26	6%	8%	7%
26 =< LoS < 31	4%	6%	5%
31 =< LoS < 36	2%	4%	3%
36 =< LoS < 41	1%	2%	2%
41 =< LoS < 46	1%	1%	1%
>= 46	0%	0%	0%
Total	100%	100%	100%

Length of Service (LOS) profile by Nationality

5yr LOS Range	Headcount %		
Nationality	HGM	MM	Total
0 =< LoS < 6	56%	32%	43%
6 =< LoS < 11	21%	16%	18%
11 =< LoS < 16	9%	14%	11%
16 =< LoS < 21	8%	9%	8%
21 =< LoS < 26	4%	11%	7%
26 =< LoS < 31	1%	9%	5%
31 =< LoS < 36	1%	5%	3%
36 =< LoS < 41	0%	3%	2%
41 =< LoS < 46	0%	1%	1%
>= 46	0%	0%	0%
Total	100%	100%	100%

Management profile by Gender

Management Level	Headcount %	
Gender	Female	Male
Executive	16%	84%
Management	22%	78%
Non-management	24%	76%
Total	24%	76%

Management profile by Nationality

Management Level	Headcount %	
Nationality	HGM	MM
Executive	14%	86%
Management	44%	56%
Non-management	48%	52%
Total	47%	53%

Function profile by Gender

Position Function	Headcount %	
Gender	Female	Male
General Management	29%	71%
Integrated Supply Chain	14%	86%
Sales & Marketing	23%	77%
RD&I	32%	68%
Support, Facilities & Others	53%	47%
Total	24%	76%

Function profile by Nationality

Position Function	Headcount %	
Nationality	HGM	MM
General Management	38%	62%
Integrated Supply Chain	48%	52%
Sales & Marketing	50%	50%
RD&I	39%	61%
Support, Facilities & Others	42%	58%
Total	47%	53%

Note 1: 5004 employees are not assigned to a Nationality, however as virtually all (more than 99.8%) are in USA, Australia, Netherlands or Canada; so these have been placed in Mature Market (similar as last time).

Note 2: HGM - High Growth Markets; MM - Mature Markets.