

EMPLOYEE REPORTING 2010

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HR DATA

Number of permanent employees

	31.12.2008	31.12.2009	31.12.2010
Number of persons	1,159	1,114	1,193

Comments:

The number of employees is at a stable level.

The drop from 2008 to 2009 is due to the round of job cuts in January 2009.

The increase is due to new employees in Sales and IT.

Moreover, in 1995, the number of employees was 541.

Breakdown by gender for managers on three levels

	31.12.2008		31.12.2009		31.12.2010	
	Women	Men	Women	Men	Women	Men
Level 1	1	5	1	6	3	11
Level 2	7	15	9	23	13	30
Level 3	15	21	21	27	27	44

Percentage breakdown by gender

	31.12.2008		31.12.2009		31.12.2010	
	Women	Men	Women	Men	Women	Men
Level 1	16%	84%	14%	86%	22%	78%
Level 2	31%	69%	28%	72%	30%	70%
Level 3	41%	59%	43%	57%	38%	62%

Comments:

The data does not include the Group Management.

In the Group Management and the Supervisory Board, the distribution is:

The Supervisory Board: 21 % women

The Executive Board: 25 % women

HR DATA

Percentage breakdown of men and women

	31.12.2008	31.12.2009	31.12.2010
Women	57,7%	54,8%	53,3%
Men	42,3%	45,2%	46,7%

Comments:

The development is very likely due to the new employees in Sales and IT (typically male positions), whereas the staff reduction took place in administrative positions in the customer services departments (typically female positions).

Staff increase

	2008	2009	2010
Number of employees	196	85	129

Staff reduction

	2008	2009	2010
Number of employees	173	179	99

Comments:

The fact that the difference between new employees and resignations does not match, is, for instance, due to retirements.

HR DATA

The Danish Employee Index 'DMI'

	2008	2009	2010
Satisfaction	71	NA	72
Commitment	80	NA	80

Comments:

Satisfaction is a portion of "Job satisfaction" and commitment is only a portion of "Loyalty".

Average number of sick days per employee

	2008	2009	2010
Number of days	9.18	8.47	8.02
In per cent	4.10	3.80	3.55

Comments:

Is calculated as the number of work days during the year less 30 days paid holiday multiplied with the absence percentage.