

● Appendices

Appendix 6: Social figures

Table 1: Total number of employees (in FTEs and number)

		2020		2019		2018	
		FTE	Number	FTE	Number	FTE	Number
KPN The Netherlands	overall	10,102	10,691	11,248	11,913	12,412	13,157

Table 2: Employee contract type (in % of total number of employees)

		2020		2019		2018	
KPN The Netherlands	permanent		96.6		94.4		93.6
	temporary		3.4		5.6		6.4

Table 3: Employee employment type (in % of total number of employees)

		2020		2019		2018	
KPN The Netherlands	part-time		27.2		26.6		26.9
	full-time		72.8		73.4		73.1

Table 4: Composition of employees per age category (in % of total number of employees)

		2020		2019		2018	
KPN The Netherlands	< 30 years		7.7		10.0		10.6
	30 - 50 years		51.7		52.9		53.6
	> 50 years		40.6		37.1		35.8

Table 5: Remuneration difference in % between the average salary of men and women

		2020		2019		2018	
KPN The Netherlands	overall		1.52		1.98		2.25

Table 6: Gender proportion among employees (in FTE and numbers, both as % of total)

		2020		2019		2018	
		FTE	Number	FTE	Number	FTE	Number
KPN The Netherlands	male	80.3	78.6	80.7	78.9	80.2	78.2
	female	19.7	21.4	19.3	21.1	19.8	21.8

● Appendices

Table 7: Gender proportions at management level (in % of total top and middle management)

		2020		2019		2018	
		Top	Middle	Top	Middle	Top	Middle
KPN The Netherlands	male	76.4	84.2	77.4	83.8	78.2	83.8
	female	23.6	15.8	22.6	16.2	21.8	16.2

Table 8: Employees covered by a collective bargaining agreement (in % of total number of employees)

		2020	2019	2018
		KPN The Netherlands	collective bargaining agreement	92.3
	workforce represented in a formal joint management-worker health and safety committee	98.9	97.4	96.8

Table 9: Employee training: average number of hours and costs (in hours and euro per FTE)

		2020	2019	2018
		KPN The Netherlands	hours/FTE	67.7
	euro/FTE	1,507	2,047	1,895

Table 10: Employee turnover (in % of total number of employees)

		2020	2019	2018
		KPN The Netherlands	intake	2.0
	exit	11.6	19.8	14.4

Table 11: Accident rate (in accidents per 100 FTEs)

		2020	2019	2018
		KPN The Netherlands	accidents (% of total employee number)	0.43
	fatality rate (accidents per 100 FTE)	0	0	0

Table 12: Absentee rate (in % of total number of employees)

		2020	2019	2018
		KPN The Netherlands	absentee rate (accidents per 100 FTE)	4.23