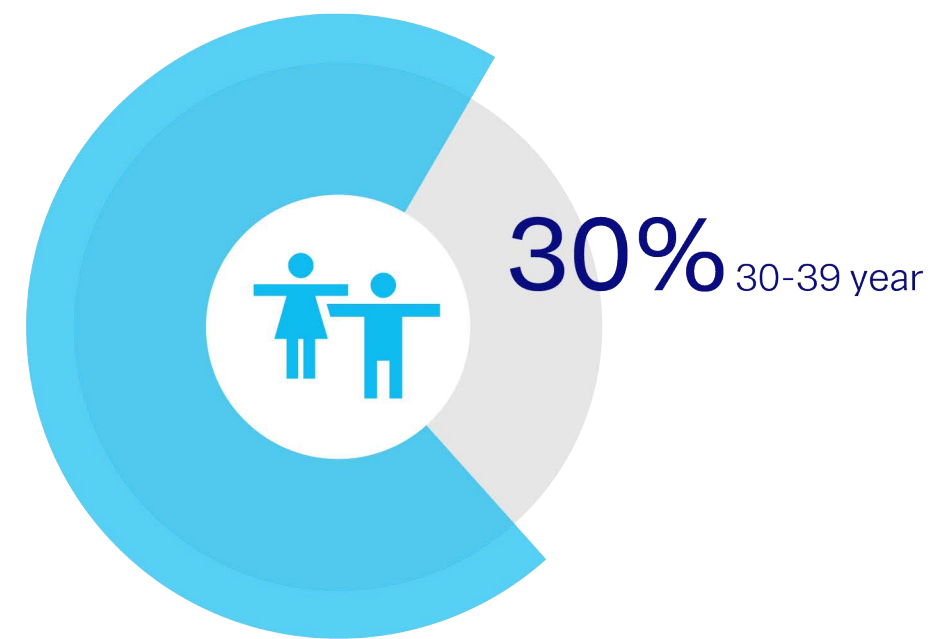
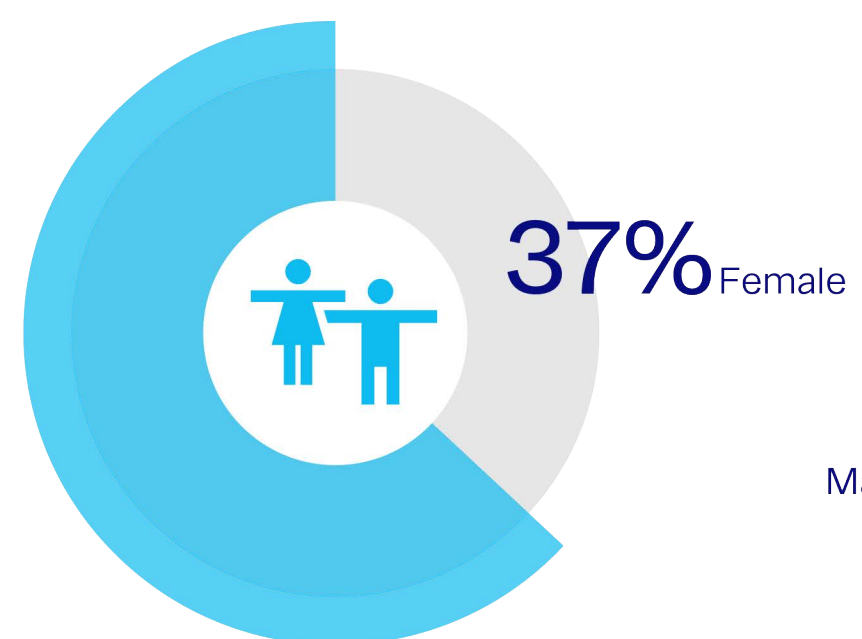


Age



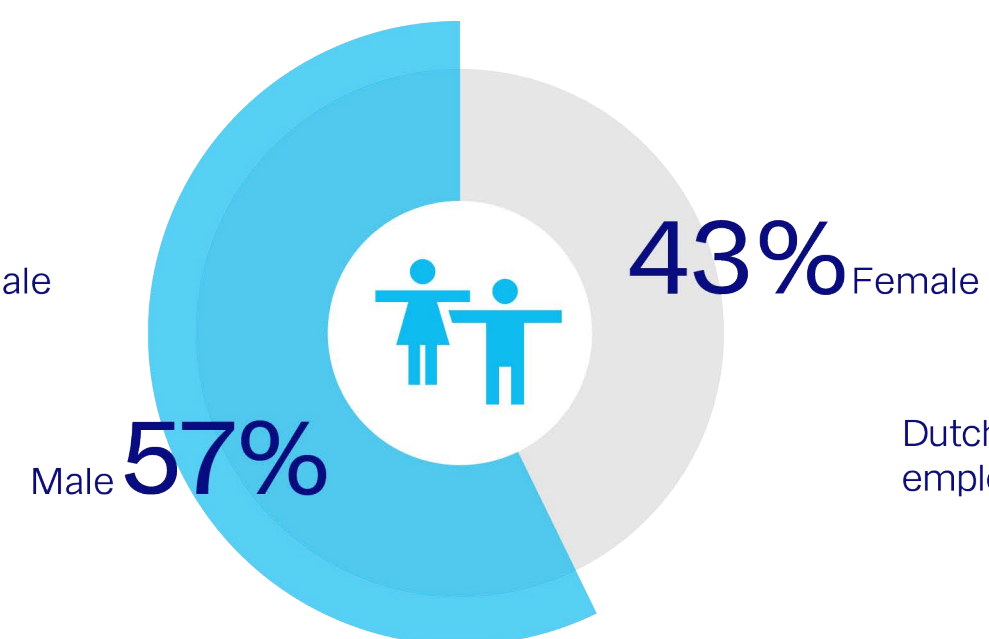
14% < 29	15% < 29
26% 30-39	30% 30-39
26% 40-49	24% 40-49
22% 50-59	20% 50-59
12% > 60+	11% 60+

Employees



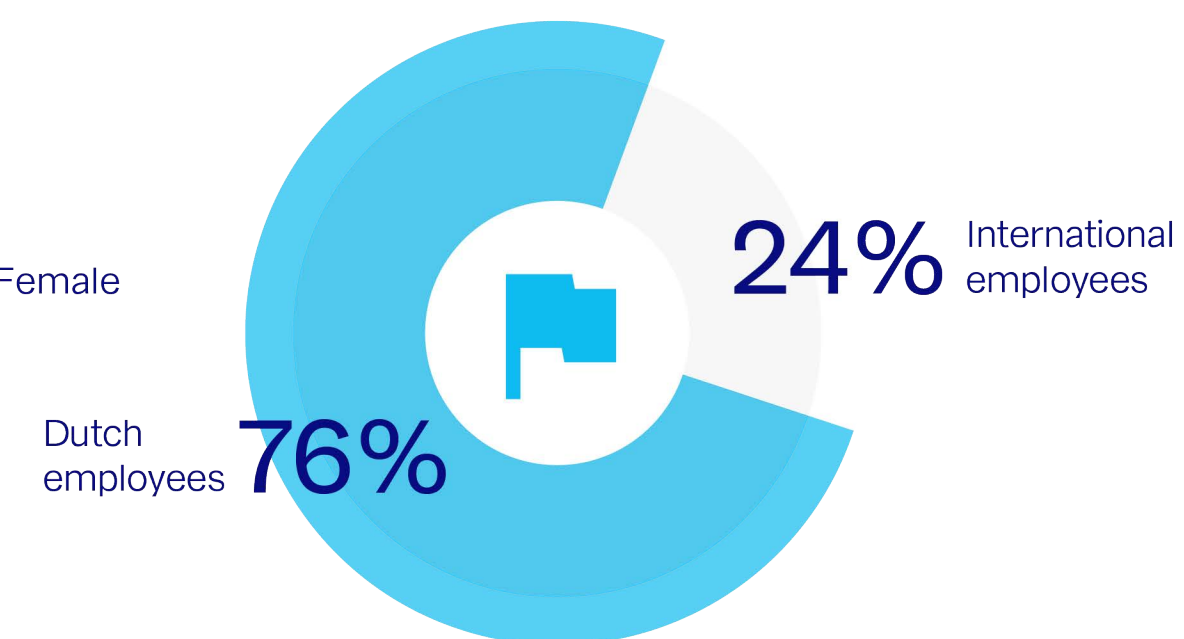
849 employees (758 fte)	932 employees (828 fte)
35% female	37% female
65% male	63% male

Management m/w



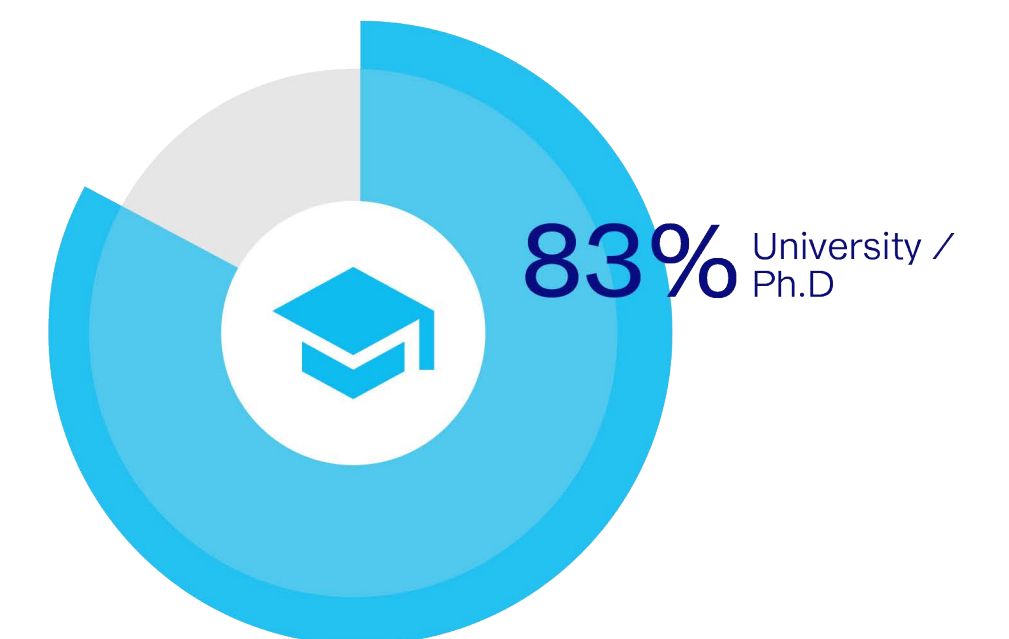
33% female	43% female
67% male	57% male

Nationalities



58 Nationalities	62 Nationalities
662 The Netherlands	705 The Netherlands
92 Europe (excl. NL)	110 Europe (excl. NL)
38 America	46 America
43 Asia/Oceania	56 Asia/Oceania
14 Africa	15 Africa
845 Total	821 Total

Educational level



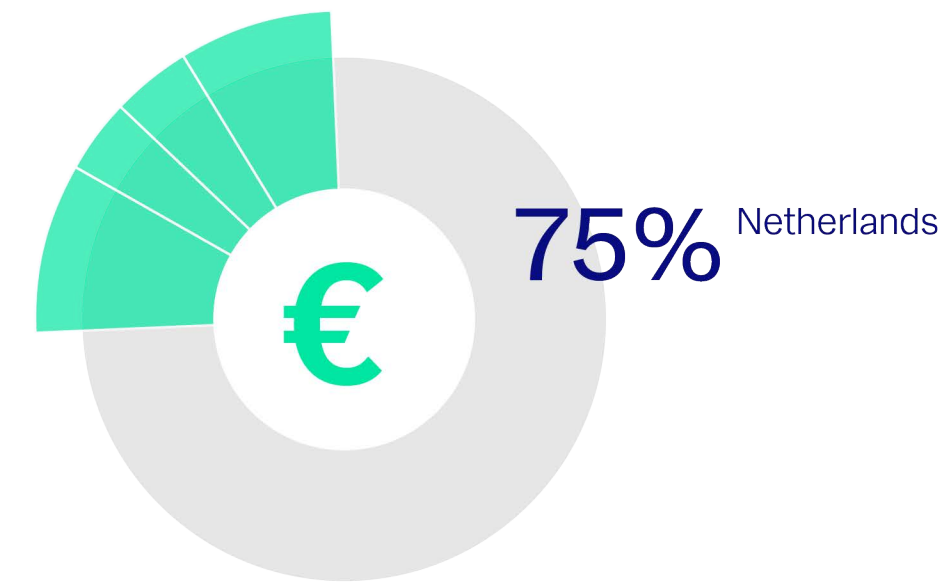
56% University	56% University
27% Ph.D	27% Ph.D
17% Further education/ Higher Vocational Education	17% Further education/ Higher Vocational Education

Net Turnover



€105 million	€128 million
€97 million gross margin	€109 million gross margin
€17 million outsourced work	€22 million outsourced work

Turnover distribution



76% Netherlands	75% Netherlands
8% Europe	9% Europe
5% Asia	4% Asia
5% America	4% Americka
6% Rest of the world	8% Rest of the world