

Representation of immigrants/descendants of immigrants (%)	2003	2002	2001
Immigrants/descendants of immigrants at Novo Nordisk in Denmark ¹⁾	5.9	5.9	5.6
LDC representation ²⁾	2.1	1.8	1.5
Immigrants/descendants of immigrants at management levels at Novo Nordisk in Denmark ¹⁾	6.0	6.7	6.4 ⁴⁾
LDC representation ²⁾	0.8	0.8	0.9 ⁴⁾
Immigrants/descendants of immigrants in the Danish population ³⁾	7.9	7.6	7.3
LDC representation ²⁾	4.6	3.9	3.9

1) These figures are the only obtainable approximation to ethnicity allowed by Danish law.

2) Least Developed Countries; United Nations definition.

3) Population group 15–65 years of age.

4) An error was found and corrected in previously reported data for 2001.

Novo Nordisk's management in Denmark (as at 31 December 2003)	Total	Men	Women
CEO/executive vice presidents	6	5	1
Senior vice presidents	11	10	1
Vice presidents/senior principal scientists	190	149	41
Managers/principal scientists	866	608	258