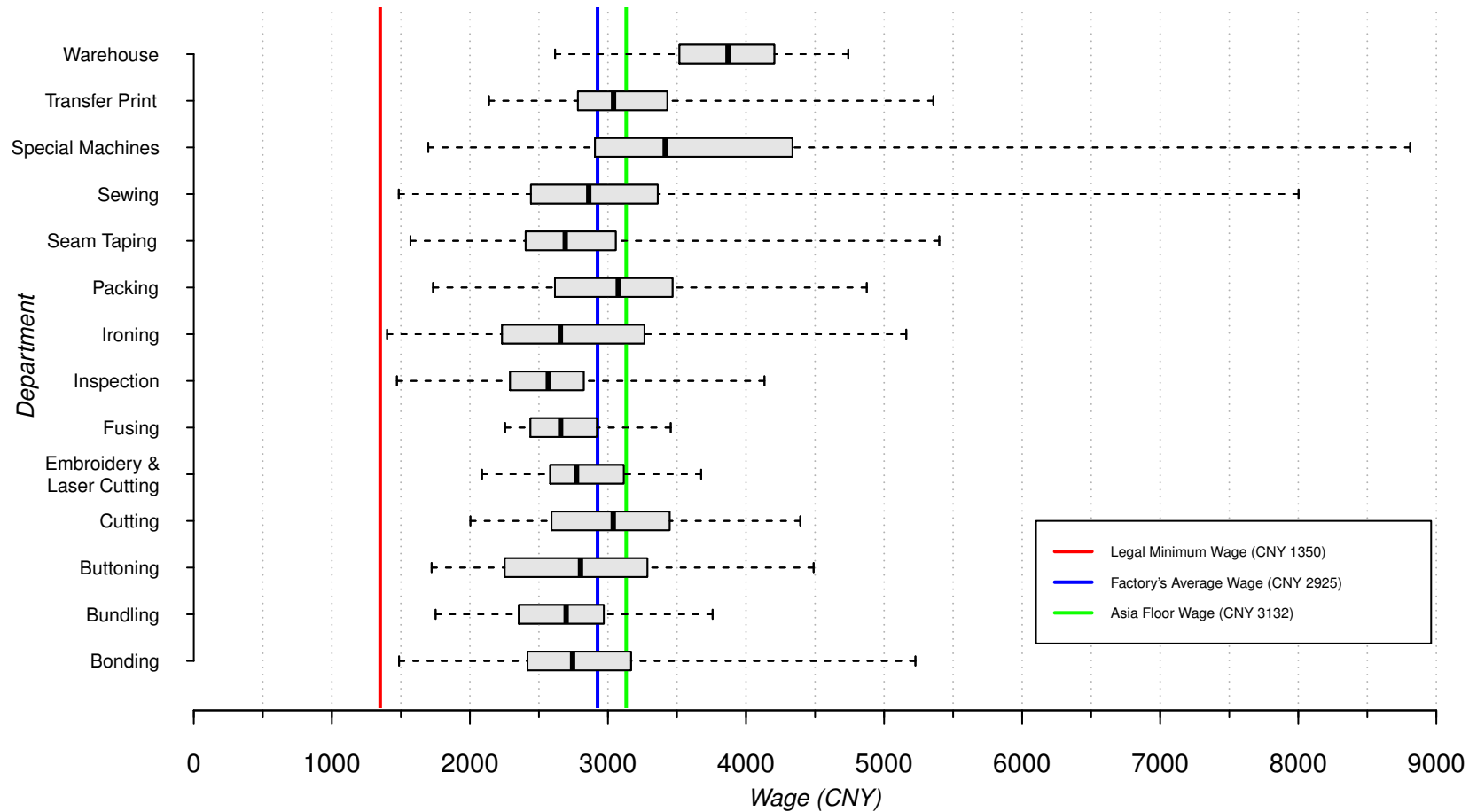


Wage Distribution at KTC Limited

Heshan Rondor Garments Limited (2015)



Notes:

- 1) The wages used in this graph are gross wages before deduction of income tax and social insurance contribution.
- 2) The wages used in this graph are calculated for a normal working week of 5 workdays per week, 8 hours per workday.
- 3) The wages used in this graph include the financial value for meal allowance and commuting or dormitory allowance.



How to read a boxplot

The below example shows the most important information to be read from a boxplot. For our purpose the lowest, highest and median value as well as the distribution of the four sub-groups of each department are of special interest.

Lowest and Highest Wage

The starting point of the bar represents the lowest wage and the ending point represents the highest wage occurring in the respective department.

Median Wage

The second quartile, visualized by the black marker in the grey bar, represents the middle wage of this department.

Wage Distribution

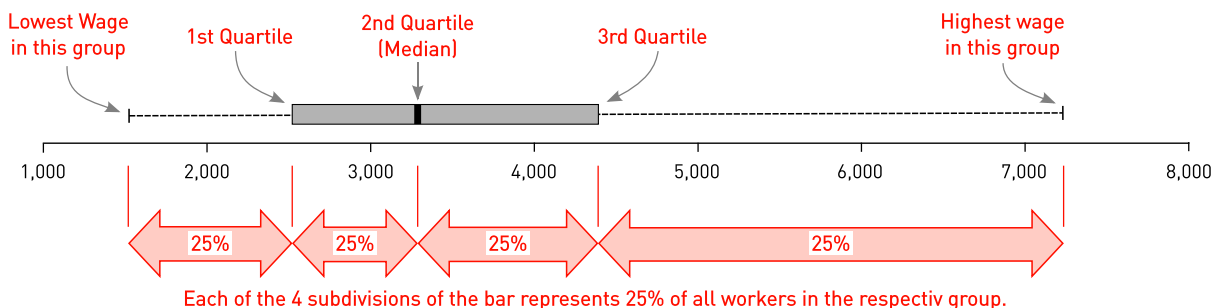
The first, second and third quartiles divide the whole population of the group into equal parts. Given the case that there are 1,000 workers in one department in total, each of the four subdivisions represents 250 of these workers. This visualization allows to read at first glance how many workers in the department earn in the low, middle and high levels and how big the range of each income group is.

Example

Reading below boxplot as an example department we can read the following information:

The lowest wage in the department about CNY 1,500, the highest wage ranges at about CNY 7,300 and the middle wage is CNY 3,300.

Assuming there are 756 workers in this department, we can tell that 189 workers earn between CNY 1,500 and CNY 2,500; 189 workers earn between CNY 2,500 and CNY 3,300; 189 workers earn between CNY 3,300 and CNY 4,400 and 189 workers earn between CNY 4,400 and CNY 7,400.



Note: Numbers used in this example are for demonstration only and not actual payroll data.