

Function group	Year 2025						Deviation in percent. (-) male salary is lower (+) male salary is higher
	Number of employees***			Average salary, EUR**			
	Total	Female	Male	Total	Female	Male	
CEO*	1	1		11 000	11 000	-	
Top-level managers*	6	3	3	7 613	-	-	-
Senior executives and specialists in exceptional fields	47	24	23	5 471	5 233	5 692	8.1%
Middle-level managers and individual experts	222	124	98	3 938	3 790	4 133	8.3%
Team leaders and experienced specialists	233	152	81	2 654	2 544	2 840	10.4%
Specialists and experienced operational/service staff	1	1		1 841	1 841	-	-
Operational/service staff, qualified workers				1 014	1 011	1 018	0.7%
Total	510	305	205	3 553	3 363	3 892	13.6%

* indicated salary is base salary as of the end of reported period. More detailed information about the company's annual targets, for the achievement of which the CEO is entitled to receive an annual incentive, is provided in a separate document dedicated to the disclosure of the company's targets

** due to confidentiality reasons average salary difference is not displayed for function groups that have less than 5 females or males