



Gender Pay Gap Disclosure 2024



Gender Pay Gap Disclosure

Data as of 12/31/2024

Gender pay gap by employment category				
Employee category ¹	Gender	Ø Salary in EUR	Pay gap	Year-on-year change
Executive level	Male	154,480		
	Female	137,786	- 11 %	- 3 pp
Non-executive role	Male	81,851		
	Female	63,450	- 22 %	+ 9 pp
Employees with similar duties	Male	47,500		
	Female	44,126	- 7 %	- 8 pp

¹ Branicks uses the following categories of staff for disclosing the gender pay gap: Executive level: employees with supervisory responsibilities. Non-executive role: employees without supervisory responsibilities. Employees with similar duties: specialists and assistants.

Disclosure of the company's global mean (average) raw gender pay gap

- In 2024 the global mean salary of male employees was 92.320 €. The global mean salary for female employees was 63.510 € leading to a global mean raw gender pay gap of -31%.

Disclosure of the company's global median raw gender pay gap

- In 2024 the global median salary of male employees was 83.250 €. The global median salary for female employees was 60.000 € leading to a global median raw gender pay gap of -28%.