

Ratio of basic salary of women to men by employee category*

		2023	2022	2021
Senior managers	%	93%	97%	95%
Middle managers	%	93%	92%	92%
Clerical staff	%	98%	98%	98%

* Additional amounts paid to employees (e.g. those based on years of service, bonuses, overtime, additional allowances for transport, transfers, etc.) are excluded from the calculation.