

Pfäffikon, 09 October 2023

To whom it may concern

Declaration on gender equality

I the undersigned, Mauro Gandolfo, CEO of 3Brain AG and duly authorized to sign on behalf of the company, declare that:

3Brain AG is in full compliance with the latest regulations governing the employment rights of male and female staff under the current legal system in Switzerland and the **Gender Equality Act** (Federal Act of 24 March 1995 and its subsequent revisions).

In particular, 3Brain AG is very careful to avoid any gender discrimination with respect to any aspect and in particular to hiring, remuneration and promotions. The disparity in numbers present in the company's organigram between the two sexes is strictly due to the engineering nature of our business and reflects the gender gap in degrees awarded (Still in 2013 women graduated in engineering and similar courses were half the number of men and the situation was much worse in the 1980s and 1990s, which are the main pool we draw on for hiring; see Eurostat "Graduates in tertiary education, in science, math., computing, engineering, manufacturing, construction, by sex", [link](#)).

There are 31 people working in 3Brain AG, including 23 males and 8 females.
Distributed as follows with the relevant salary ranges:

Position	Total		Females		Males	
	#	Mean gross salary [CHF]	#	Mean gross salary [CHF]	#	Mean gross salary [CHF]
Directors	2	118'800	0	-	2	118'800
Team Heads	7	115'300	2	121'500	5	112'800
Team Members	22	81'400	6	77'200	16	83'000

Mauro Gandolfo
CEO
3Brain AG

