

Social Report 2025

Annex to the Annual Review



Executive summary

The Social Report 2025 provides a comprehensive overview of the European Patent Office (EPO) workforce demographics, employment conditions, remuneration, social security, and internal governance for the year 2025. It highlights the organisation's commitment to transparency, employee well-being and sustainable management.

At the end of 2025, the EPO employed 6 195 staff. Women constituted 36% of the workforce and 28% of our managers.

Staff come from 36 different nationalities of the member states of the European Patent Organisation, and 75% of them have a nationality which is different to that of the country in which they are serving.

The average staff age was 50.4 years and 57% have worked at the EPO for between 16 and 27 years.

In 2025, the EPO recruited externally 104 examiners and 30 staff in other positions. In addition, four current young professionals were recruited as examiners and seven in other positions, making the total number of recruits 145 of which 108 examiners. Furthermore 97 young professionals joined the office in their first year. The number of job applications increased by 24%, with an average of 349 applications per vacancy. Internal mobility remained active with 226 staff changing roles fully or partially.

The EPO invested over EUR 3.5 million in talent development in 2025, with 96.5% of employees participating in at least one training activity.

In 2025, basic salaries represented EUR 865 million in EPO expenditure. Spending on allowances and benefits – entitlement to which depends on individual circumstances – totalled EUR 264 million.

The social security scheme covered 23 352 people in 2025. Payments from the EPO's pension and social security schemes amounted to EUR 535 million in 2025. The average monthly pension was EUR 7 604.

Flexible working arrangements were widely used, with 98% of staff having recorded teleworking at least once in 2025. Moreover, 62% of staff members used the possibility to telework from another EPC contracting state in 2025.

The number of days of sick leave in 2025 decreased by 1.4% on 2024, with 33% of staff having zero days of sick leave. Annual leave and home leave remained stable.

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1. Staff structure and talent development

1.1 Demographics

This section focuses on the staff structure at the EPO and provides breakdowns of staff by site, function, age, gender and nationality.

Key data is presented regarding recruitment, internal mobility, training and personal development.

Statistics are also provided on the main reasons for the termination of active service.

Depending on the type of data, the statistics shown either refer to the status on 31 December 2025 or provide a summary of the whole year.¹

1.1.1 Total number of staff working at the EPO

At the end of 2025, the EPO employed 6 195 staff members. The total number of staff decreased by 0.90% compared with the previous year.

Table 1 – Change in total number of staff working at the EPO (2024/2025)

	2024			2025			
	Women	Men	Total	Women	Men	Total	Variation
Headcount on 31 December	2 205	4 046	6 251	2 204	3 991	6 195	-0.90%
FTE (full-time equivalents)*	2 042	3 961	6 003	2 049	3 927	5 976	-0.45%

*Rounding differences may occur in the totals.

Source: EPO – FIPS ²

The percentage of women increased slightly to 35.58% in 2025 compared with 35.27% in 2024.

1.1.2 Breakdown of staff by function

At the end of 2025, 4 151 staff were working as examiners or members of the Boards of Appeal. The remainder were either directly supporting the patent granting process as formalities officers or were involved in other activities, such as legal services, human resources, procurement, facility management, etc. or they were young professionals.

¹ The figures relating to previous years are kept as published in previous reports and not recalculated unless they were provisional or there has been a change in the methodology to calculate the specific indicator, in which case this is explicitly mentioned. Similarly, the 2025 figures reflect the situation at the time the data was extracted. Retroactive changes made afterwards are not considered.

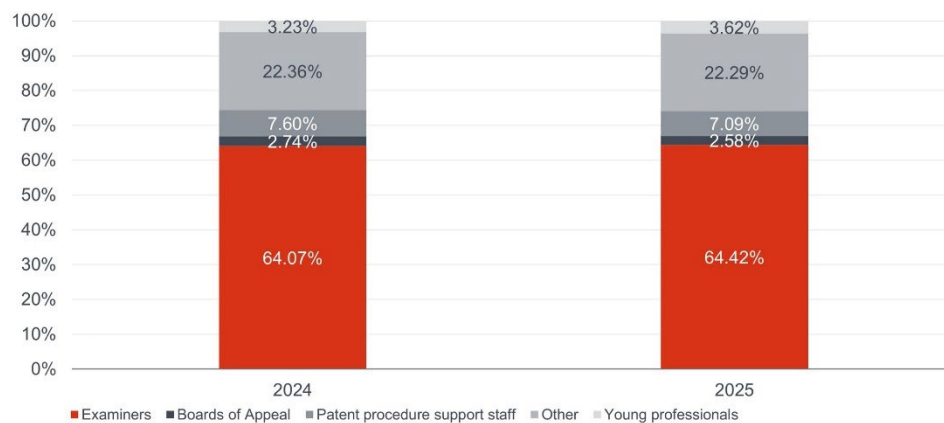
² See glossary.

Table 2 – Breakdown of number of staff (headcount) by type of function (2024/2025)

	31.12.2024	31.12.2025			
Function		Women	Men	Total	Variation
Examiners	4 005	1 017	2 974	3 991	-0.35%
Members of the Boards of Appeal	171	38	122	160	-6.43%
Patent procedure support	475	341	98	439	-7.58%
Other	1 398	667	714	1 381	-1.22%
Young professionals	202	141	83	224	10.89%
Total	6 251	2 204	3 991	6 195	-0.90%

Source: EPO – FIPS

Graph 1 – Change in breakdown of staff by type of function (2024/2025)



Source: EPO – FIPS

1.1.3 Breakdown of staff by site

The EPO has five different sites: Munich, The Hague, Berlin, Vienna and Brussels.

Munich and The Hague are the two largest sites. At the end of 2025, 3 471 staff (56% of the total) were working in Munich and 2 461 (40% of the total) in The Hague.

Table 3 – Breakdown of number of staff (headcount) by site (2024/2025)

	31.12.2024			31.12.2025			
Site	Women	Men	Total	Women	Men	Total	Variation
Munich	1 363	2 187	3 550	1 342	2 129	3 471	-2.23%
The Hague	746	1 695	2 441	763	1 698	2 461	0.82%
Berlin	55	125	180	59	126	185	2.78%
Vienna	39	36	75	38	35	73	-2.67%
Brussels	2	3	5	2	3	5	0.00%
Total	2 205	4 046	6 251	2 204	3 991	6 195	-0.90%

Source: EPO – FIPS

In 2025, the Office adopted a policy allowing employees to request a change of place of employment for personal reasons. Such a change would be granted at the Office's discretion and would not entitle the employee to additional benefits, such as an expatriation allowance, therefore being cost neutral for the Office. 11 employees changed place of employment in 2025 following the adoption of this policy.

Table 3a – Changes of places of employment for personal reasons in 2025

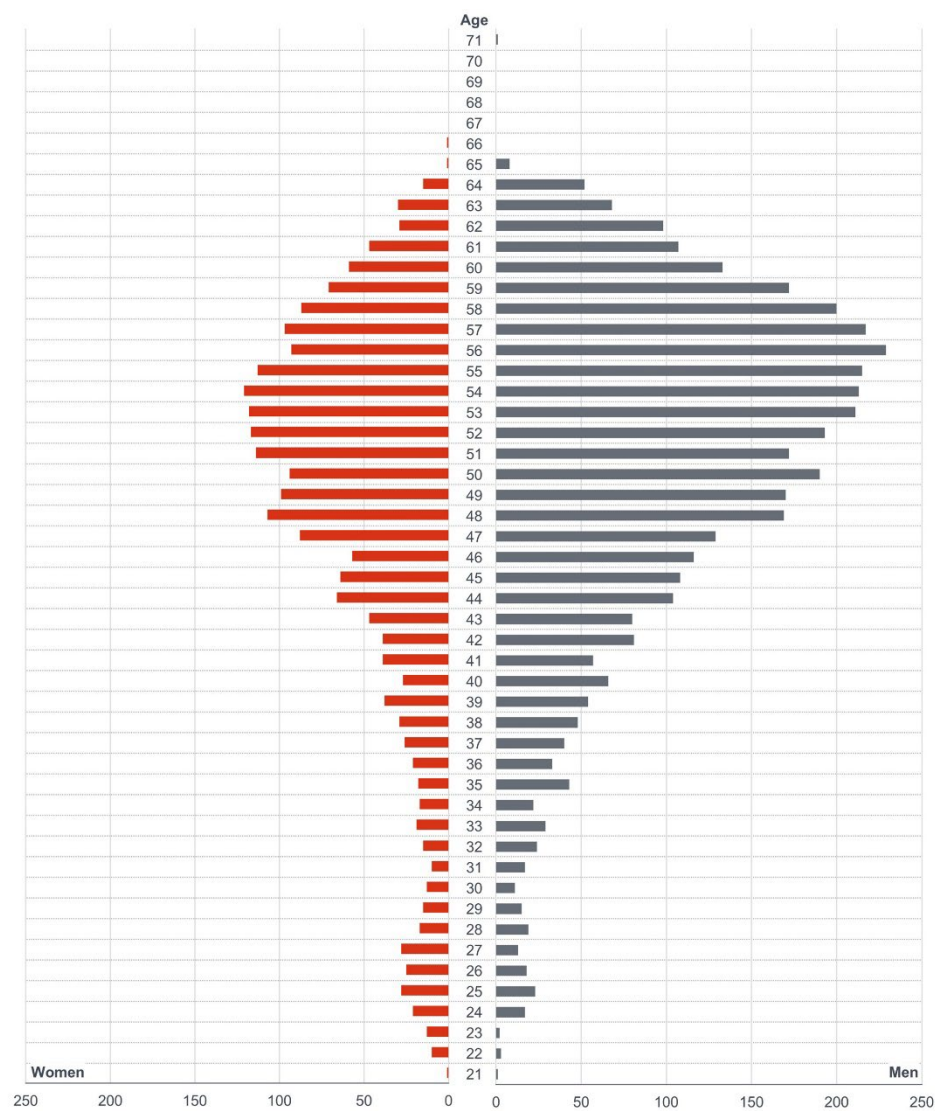
	New site				Total
Previous Site	Munich	The Hague	Berlin	Vienna	
Munich		2	4	2	8
The Hague	3				3
Berlin					
Vienna					
Total	3	2	4	2	11

Source: EPO – FIPS

1.1.4 Breakdown of staff by age

The average age of EPO staff at the end of 2025 was 50.4 years (versus 50.2 in 2024). If we exclude young professionals, the average age at the end of 2025 was 51.3 years. Staff between 40 and 55 years of age make up 58% of total staff, while 32% are between 40 and 50 years of age.

Graph 2 – Age pyramid of EPO staff on 31 December 2025

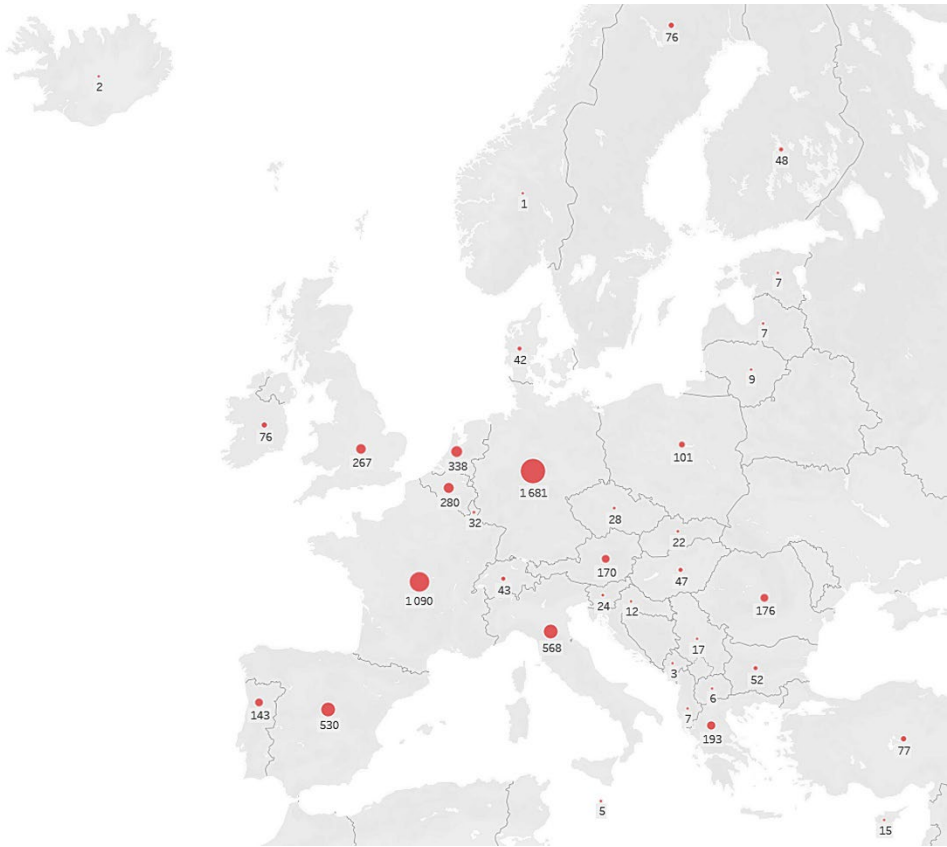


Source: EPO – FIPS

1.1.5 Breakdown of staff by nationality

At the end of 2025, 36 different nationalities of the member states of the European Patent Organisation were represented at the EPO.

Graph 3 – Breakdown of EPO staff by nationality on 31 December 2025



Source: EPO – FIPS

Table 4 – Change in number of staff by nationality (2024/2025)

Nationality	31.12.2024	31.12.2025	<i>Of which young professionals</i>	Variation
German	1 695	1 681	6	-0.83%
French	1 112	1 090	11	-1.98%
Italian	564	568	46	0.71%
Spanish	528	530	34	0.38%
Dutch	357	338	0	-5.32%
Belgian	284	280	4	-1.41%
British	281	267	8	-4.98%
Greek	186	193	12	3.76%
Romanian	175	176	15	0.57%
Austrian	174	170	4	-2.30%
Portuguese	147	143	19	-2.72%
Polish	100	101	6	1.00%
Turkish	67	77	26	14.93%
Swedish	78	76	0	-2.56%
Irish	76	76	3	0.00%
Bulgarian	53	52	3	-1.89%
Finnish	49	48	2	-2.04%
Hungarian	48	47	1	-2.08%
Swiss	50	43	1	-14.00%
Danish	43	42	0	-2.33%
Luxembourger	32	32	0	0.00%
Czech	28	28	1	0.00%
Slovenian	25	24	2	-4.00%
Slovakian	20	22	2	10.00%
Serbian	14	17	4	21.43%
Cypriot	16	15	3	-6.25%
Croatian	12	12	1	0.00%
Lithuanian	7	9	0	28.57%
Estonian	7	7	0	0.00%
Albanian	5	7	5	40.00%
Latvian	5	7	1	40.00%
Macedonian	5	6	1	20.00%
Maltese	4	5	1	25.00%
Montenegrin	2	3	2	50.00%
Icelandic	2	2	0	0.00%
Norwegian	0	1	0	n/a
Liechtensteiner	0	0	0	n/a
Monegasque	0	0	0	n/a
San Marinese	0	0	0	n/a
Total	6 251	6 195	224	-0.90%

Source: EPO – FIPS

Table 5 – Comparison between nationality representation of EPO staff and population of EPC countries

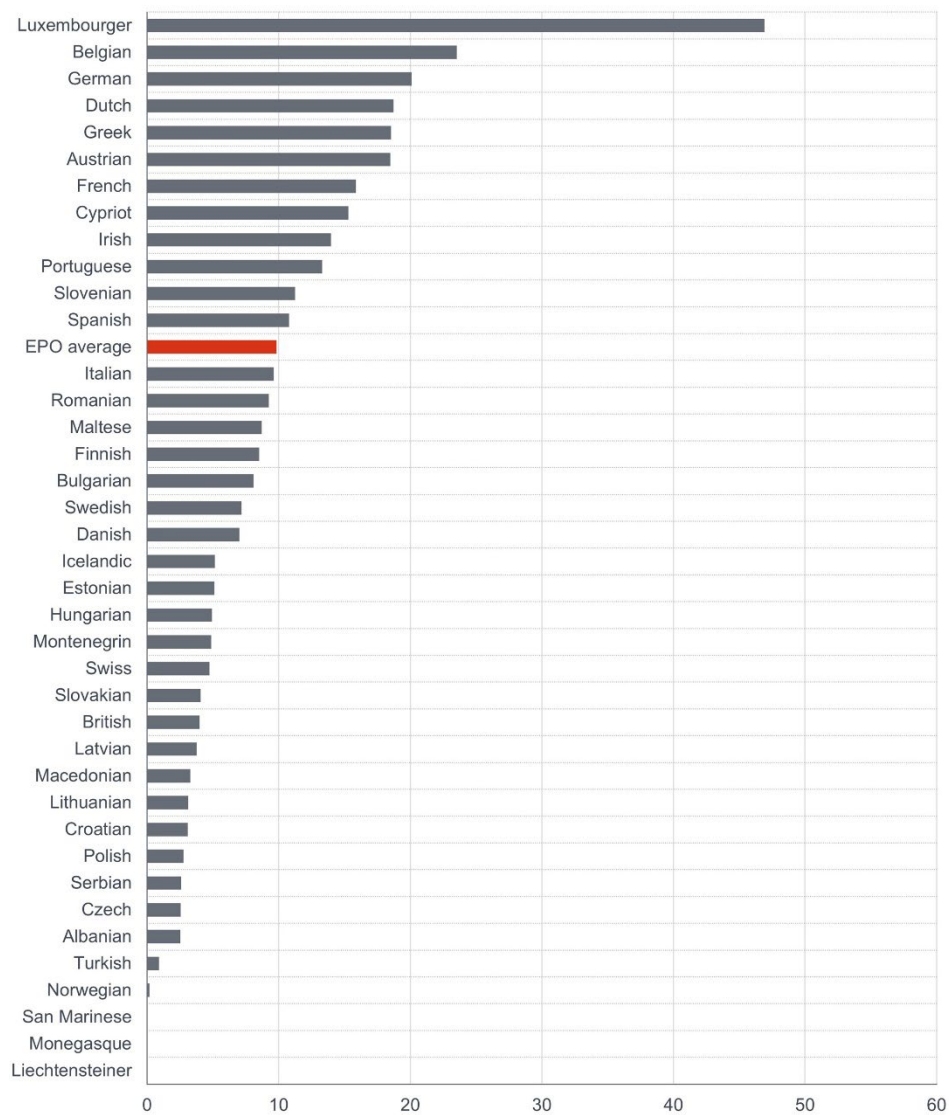
Nationality	EPO staff, 31.12.2025	% of total EPO staff*	Population (in millions), 1.1.2025	% of total EPC population*
German	1 681	27.13%	83.58	13.27%
French	1 090	17.59%	68.64	10.89%
Italian	568	9.17%	58.93	9.35%
Spanish	530	8.56%	49.08	7.79%
Dutch	338	5.46%	18.04	2.86%
Belgian	280	4.52%	11.90	1.89%
British	267	4.31%	67.03	10.64%
Greek	193	3.12%	10.41	1.65%
Romanian	176	2.84%	19.04	3.02%
Austrian	170	2.74%	9.20	1.46%
Portuguese	143	2.31%	10.75	1.71%
Polish	101	1.63%	36.50	5.79%
Swedish	76	1.23%	10.59	1.68%
Irish	76	1.23%	5.44	0.86%
Turkish	77	1.24%	85.66	13.60%
Bulgarian	52	0.84%	6.44	1.02%
Swiss	43	0.69%	9.05	1.44%
Finnish	48	0.77%	5.64	0.89%
Hungarian	47	0.76%	9.54	1.51%
Danish	42	0.68%	5.99	0.95%
Luxembourger	32	0.52%	0.68	0.11%
Czech	28	0.45%	10.91	1.73%
Slovenian	24	0.39%	2.13	0.34%
Slovakian	22	0.36%	5.42	0.86%
Cypriot	15	0.24%	0.98	0.16%

Nationality	EPO staff, 31.12.2025	% of total EPO staff*	Population (in millions), 1.1.2025	% of total EPC population*
Serbian	17	0.27%	6.57	1.04%
Croatian	12	0.19%	3.87	0.61%
Lithuanian	9	0.15%	2.89	0.46%
Estonian	7	0.11%	1.37	0.22%
Albanian	7	0.11%	2.76	0.44%
Latvian	7	0.11%	1.86	0.29%
Macedonian	6	0.10%	1.82	0.29%
Maltese	5	0.08%	0.57	0.09%
Icelandic	2	0.03%	0.39	0.06%
Montenegrin	3	0.05%	0.62	0.10%
Liechtensteiner	0	0.00%	0.04	0.01%
Monegasque	0	0.00%	0.04	0.01%
Norwegian	1	0.02%	5.59	0.89%
San Marinese	0	0.00%	0.03	0.01%
Total*	6 195	100.00%	629.99	100.00%

*Rounding differences may occur in the total percentages.

Source: EPO – FIPS; Eurostat (as of 1 January 2025)

Graph 4 – Number of EPO staff per million inhabitants*



*Compares EPO staff per nationality on 31 December 2025 with EPC countries' population as of 1 January 2025 (see Table 5).

Source: EPO – FIPS; Eurostat

Table 6 – Grouping of different nationalities at EPO sites on 31 December 2025

Site	Share of employees whose (first) nationality is different from that of the country in which they are serving	Number of nationalities represented
Munich*	66.40%	34
The Hague	88.05%	35
Berlin	66.49%	20
Vienna	75.34%	15
Total	75.11%	35

*Including staff based in Brussels.

Source: EPO – FIPS

Table 7 – Breakdown of different nationalities at EPO sites on 31 December 2025

Nationality	Berlin	% of total at site**	Munich*	% of total at site**	The Hague	% of total at site**	Vienna	% of total at site**
German	62	33.51%	1 168	33.60%	441	17.92%	10	13.70%
French	37	20.00%	571	16.43%	479	19.46%	3	4.11%
Italian	9	4.86%	359	10.33%	190	7.72%	10	13.70%
Spanish	21	11.35%	281	8.08%	218	8.86%	10	13.70%
Dutch		0.00%	44	1.27%	294	11.95%		0.00%
Belgian	3	1.62%	67	1.93%	206	8.37%	4	5.48%
British	11	5.95%	155	4.46%	96	3.90%	5	6.85%
Greek	2	1.08%	79	2.27%	111	4.51%	1	1.37%
Romanian	2	1.08%	93	2.68%	77	3.13%	4	5.48%
Austrian	6	3.24%	117	3.37%	29	1.18%	18	24.66%
Portuguese	7	3.78%	56	1.61%	80	3.25%		0.00%
Polish	5	2.70%	55	1.58%	40	1.63%	1	1.37%
Turkish	2	1.08%	41	1.18%	34	1.38%		0.00%
Swedish	7	3.78%	54	1.55%	15	0.61%		0.00%
Irish	1	0.54%	49	1.41%	25	1.02%	1	1.37%

Nationality	Berlin	% of total at site**	Munich*	% of total at site**	The Hague	% of total at site**	Vienna	% of total at site**
Bulgarian		0.00%	35	1.01%	17	0.69%		0.00%
Finnish	1	0.54%	35	1.01%	11	0.45%	1	1.37%
Hungarian		0.00%	25	0.72%	20	0.81%	2	2.74%
Swiss	3	1.62%	26	0.75%	14	0.57%		0.00%
Danish		0.00%	28	0.81%	14	0.57%		0.00%
Luxembourgian	1	0.54%	20	0.58%	11	0.45%		0.00%
Czech	2	1.08%	20	0.58%	6	0.24%		0.00%
Slovenian		0.00%	20	0.58%	3	0.12%	1	1.37%
Slovakian		0.00%	17	0.49%	3	0.12%	2	2.74%
Serbian	1	0.54%	12	0.35%	4	0.16%		0.00%
Cypriot	2	1.08%	10	0.29%	3	0.12%		0.00%
Croatian		0.00%	7	0.20%	5	0.20%		0.00%
Lithuanian		0.00%	7	0.20%	2	0.08%		0.00%
Latvian		0.00%	5	0.14%	2	0.08%		0.00%
Albanian		0.00%	4	0.12%	3	0.12%		0.00%
Estonian		0.00%	6	0.17%	1	0.04%		0.00%
Macedonian		0.00%	4	0.12%	2	0.08%		0.00%
Maltese		0.00%	3	0.09%	2	0.08%		0.00%
Montenegrin		0.00%	3	0.09%		0.00%		0.00%
Icelandic		0.00%		0.00%	2	0.08%		0.00%
Norwegian		0.00%		0.00%	1	0.04%		0.00%
Total**	185	100.00%	3 476	100.00%	2 461	100.00%	73	100.00%

*Including staff based in Brussels.

**Rounding differences may occur in the total percentages.

Source: EPO – FIPS

1.1.6 Breakdown of staff by permanent and non-permanent employees

At the EPO, the current employment framework consists of two types of employment relationships: permanent and fixed-term appointments.

Table 8 – Change in number of permanent and non-permanent staff (2024/2025)

Headcount	Function	31.12.2024	31.12.2025	Variation
Permanent staff ³	Examiners	3 633	3 520	-3.11%
	Patent procedure support	472	439	-6.99%
	Other	1 173	1 128	-3.84%
Total permanent staff		5 278	5 087	-3.62%
Fixed-term appointments	Examiners	372	471	26.61%
	Patent procedure support	3	0	-100.00%
	Other	225	253	12.44%
	Young professionals	202	224	10.89%
Total non-permanent staff		802	948	18.20%
Members of the Boards of Appeal		171	160	-6.43%
Total members of the Boards of Appeal		171	160	-6.43%
Total		6 251	6 195	-0.90%

Source: EPO – FIPS

³ Staff members who have fixed-term appointments but have a permanent employment relationship with the EPO are considered permanent. For example, principal directors who were permanent employees of the EPO before becoming a principal director are considered to be permanent staff in this breakdown, even if their appointment is on a fixed-term basis.

Table 9 – Change in number of permanent and non-permanent staff by site (2024/2025)

Headcount	Site	Function	31.12.2024	31.12.2025	Variation
Permanent staff	Munich*	Examiners	1 951	1 874	-3.95%
		Patent procedure support	271	251	-7.38%
		Other	648	628	-3.09%
	The Hague	Examiners	1 540	1 507	-2.14%
		Patent procedure support	180	168	-6.67%
		Other	453	434	-4.19%
	Berlin	Examiners	142	139	-2.11%
		Patent procedure support	21	20	-4.76%
		Other	13	13	0.00%
	Vienna	Other	59	53	-10.17%
Total permanent staff			5 278	5 087	-3.62%
Fixed-term appointments	Munich*	Examiners	198	237	19.70%
		Patent procedure support	3	0	-100.00%
		Other	157	175	11.46%
		Young professionals	156	151	-3.21%
	The Hague	Examiners	174	228	31.03%
		Patent procedure support	0	0	n/a
		Other	61	71	16.39%
		Young professionals	33	53	60.61%
	Berlin	Examiners	0	6	n/a
		Young professionals	4	7	75.00%
	Vienna	Other	7	7	0.00%
		Young professionals	9	13	44.44%
Total fixed-term appointments			802	948	18.20%
Members of the Boards of Appeal	Munich		171	160	-6.43%
Total members of the Boards of Appeal			171	160	-6.43%
Total			6 251	6 195	-0.90%

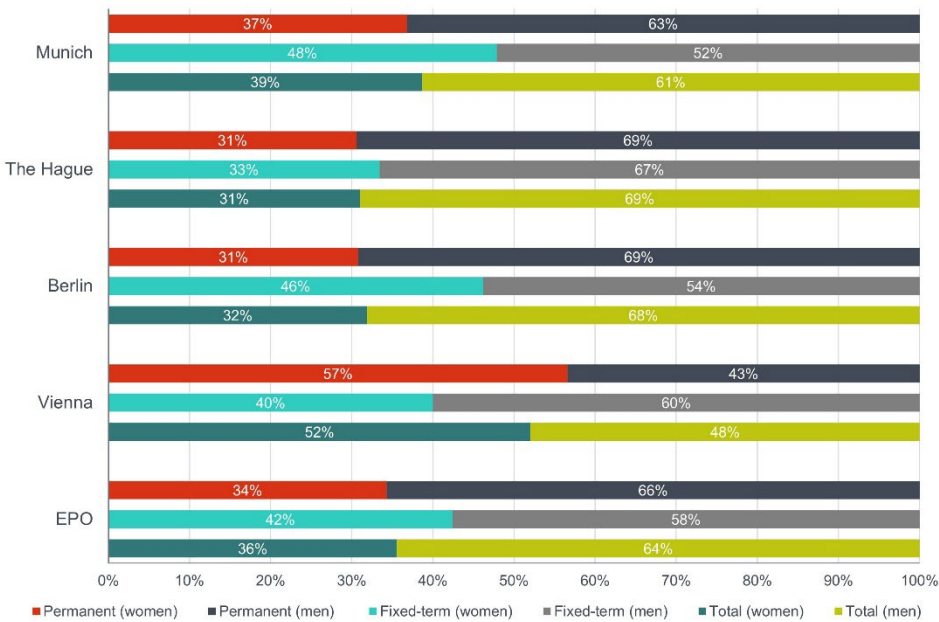
*Including staff based in Brussels.

Source: EPO – FIPS

The ceiling for fixed-term employees is 20% of the total number of budgeted posts at the EPO (6 950 in 2025). Young professionals are excluded for the purpose of calculating this ceiling, as they do not occupy a budgeted post. This leads to 724 non-permanent staff shown in tables 8 and 9. In addition, 24 members of the Boards of Appeal who were not permanent employees of the EPO before their appointment and were in active employment on 31 December 2025 are

considered fixed-term employees for the purpose of calculating the percentage of budgeted posts held by staff on fixed-term appointments. This figure totalled 10.76% in 2025 (9.04% in 2024).

Graph 5 – Breakdown of permanent and fixed-term employees by gender and by site on 31 December 2025



Source: EPO – FIPS

1.1.7 Breakdown of staff by length of service

More than 57% (3 572) of EPO staff were recruited between 1998 and 2009 (and are still active). Another 756 (12%) current staff members were recruited within the last five years (and are still active). Examiners make up 386 of these staff members.

Graph 6 – Number of staff by year of recruitment on 31 December 2025



Source: EPO – FIPS

1.2 Employment and career

The EPO employs a "single-spine" grading structure with 17 different grades and 3 to 5 steps within these grades.

Staff are classified into six job groups along this single spine. Young professionals are not assigned to any job group.

Table 10 – Single-spine grading structure

Job group	Range of grades	Type of jobs
Job group 1	G16 step 3 – G17 step 3	Vice-President / President of the Boards of Appeal
Job group 2	G15 step1 – G16 step 4	Principal director / principal advisor / board of appeal chair
Job group 3	G13 step 3 – G15 step 4	Director / senior expert / senior advisor / board of appeal member
Job group 4	G7 step 1 – G13 step 5	Examiner / administrator / lawyer / team manager
Job group 5	G7 step 1 – G10 step 5	Expert / team manager
Job group 6	G1 step 1 – G9 step 5	Administrative employee / team manager

Source: EPO Service Regulations, Annex I

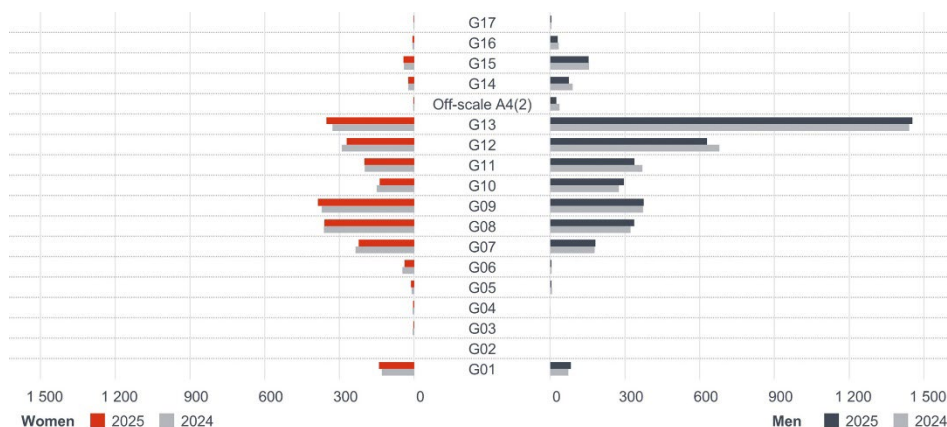
Table 11 – Breakdown of staff by job group and grade on 31 December 2025

Job group	Grade	Headcount 31.12.2024	Headcount 31.12.2025	Variation	% of total EPO staff*	% of total in category*
1	G17	5	5	0.00%	0.08%	100.00%
	G16	0	0	n/a	0.00%	0.00%
Total		5	5	0.00%	0.08%	100.00%
2	G16	40	36	-10.00%	0.58%	67.92%
	G15	18	17	-5.56%	0.27%	32.08%
Total		58	53	-8.62%	0.86%	100.00%
3	G15	178	180	1.12%	2.91%	60.81%
	G14	114	98	-14.04%	1.58%	33.11%
	G13	22	18	-18.18%	0.29%	6.08%
Total		314	296	-5.73%	4.78%	100.00%
4	Off-scale A4(2)	41	27	-34.15%	0.44%	0.59%
	G13	1 747	1 788	2.35%	28.86%	38.85%
	G12	969	900	-7.12%	14.53%	19.56%
	G11	567	538	-5.11%	8.68%	11.69%
	G10	356	366	2.81%	5.91%	7.95%
	G09	388	405	4.38%	6.54%	8.80%
	G08	356	373	4.78%	6.02%	8.11%
	G07	177	205	15.82%	3.31%	4.45%
Total		4 601	4 602	0.02%	74.29%	100.00%
5	G10	70	68	-2.86%	1.10%	39.08%
	G09	51	58	13.73%	0.94%	33.33%
	G08	37	35	-5.41%	0.56%	20.11%
	G07	14	13	-7.14%	0.21%	7.47%
Total		172	174	1.16%	2.81%	100.00%
6	G09	304	300	-1.32%	4.84%	35.67%
	G08	292	289	-1.03%	4.67%	34.36%
	G07	222	186	-16.22%	3.00%	22.12%
	G06	52	43	-17.31%	0.69%	5.11%
	G05	18	17	-5.56%	0.27%	2.02%
	G04	6	4	-33.33%	0.06%	0.48%
	G03	5	2	-60.00%	0.03%	0.24%
	G02	0	0	n/a	0.00%	0.00%
Total		899	841	-6.45%	13.58%	100.00%
Young professionals	G01	202	224	10.89%	3.62%	100.00%
Total		202	224	10.89%	3.62%	100.00%
Grand total*		6 251	6 195	-0.90%	100.00%	

*Rounding differences may occur in the total percentages.

Source: EPO – FIPS

Graph 7 – Distribution of staff by gender and grade (2024/2025)



Source: EPO – FIPS

1.2.1 Breakdown of managers by gender, DG and job group

At the end of 2025, 28% of all managers were women, which is stable compared with the previous year (28% in 2024). The proportion of women managers varies from DG (directorate-general) to DG, ranging from 17% in the Boards of Appeal (BoA) to 39% in DG 4. The variation considering the job group ranges from 20% in job group 1 (JG 1) to 71% in job group 6 (JG 6). Young professionals do not exercise managerial functions.

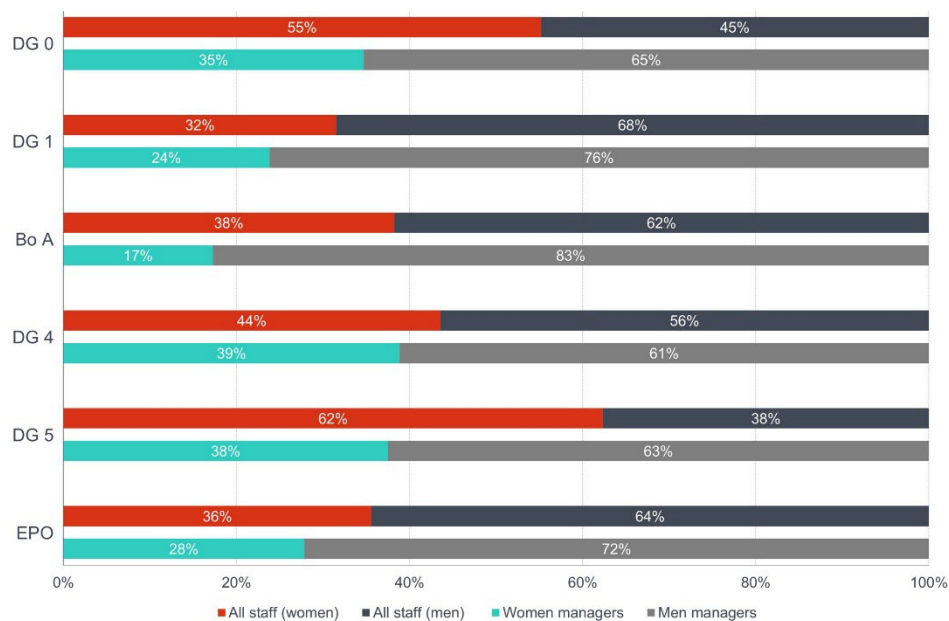
There were 513 managers at the end of 2025, which represent 8% of the workforce.

Table 12 – Number of managers and percentage of the workforce by DG on 31 December 2025

DG	Number of managers	Percentage of workforce
DG 0	31	13.14%
DG 1	323	6.95%
BoA	29	12.89%
DG 4	98	11.63%
DG 5	32	12.86%
EPO Total	513	8.28%

Source: EPO – FIPS

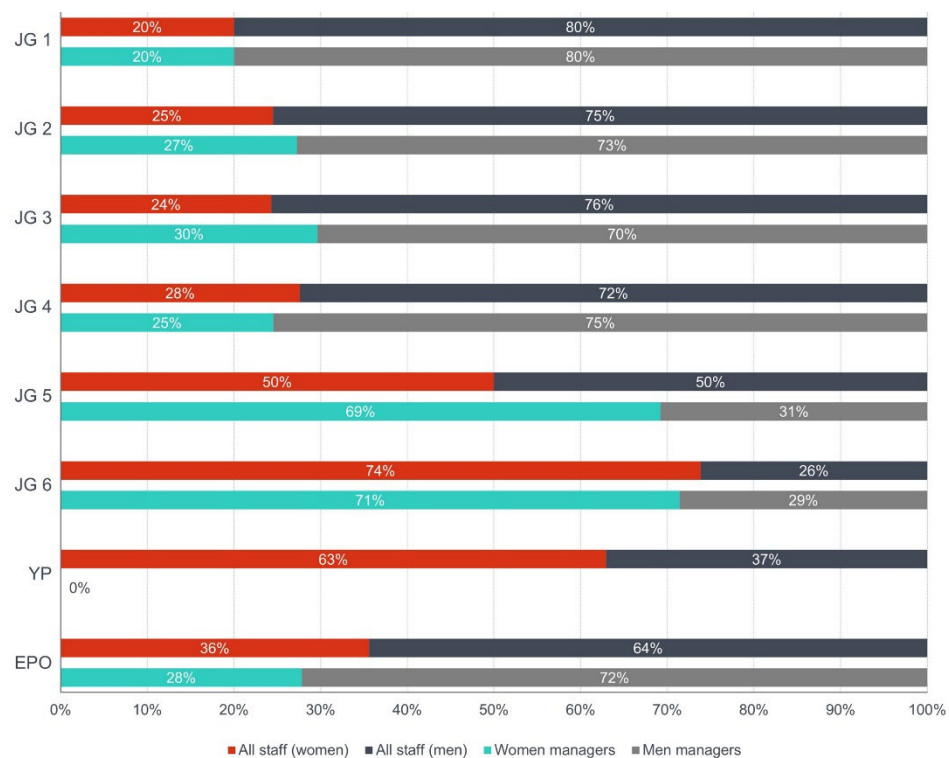
Graph 8 – Breakdown of managers by DG and gender in 2025



*Rounding differences may occur in the total percentages.

Source: EPO – FIPS

Graph 9 – Breakdown of managers by job group (JG) and gender in 2025



YP = Young professionals.

Source: EPO – FIPS

1.2.2 Job opportunities: number of vacancies

Table 13 – Number of vacancies by publication type and job group in 2025

Publication type	Job group	Technical	Managerial	Total
Internal/external publications	4	45	0	45
	Total	45	0	45
Internal publications*	2	2	4	6
	3	0	4	4
	4	13	17	30
	5	3	1	4
	6	2	1	3
	Multiple job groups	4		4
	Total	24	27	51
Total		69	27	96

Shows vacancies with a publication date in 2025.

Vacancies for internships, young professionals and seconded national experts are not included.

*Internal publications include:

TRF: transfer opportunity open to all EPO staff in the specific job group – full mobility.

TAL: internal publication open to all EPO staff with a possibility of promotion – full mobility.

Opportunities open to multiple job groups for partial mobility.

Source: EPO – SuccessFactors ⁴

The number of external publications remained stable, compared to the previous years. Out of the 45 external publications, 30 were examiner vacancy notices, marking a slight decrease compared to previous years (33 in 2024, 31 in 2023), which is due to the different grouping of the technical fields. Furthermore, 4 talent pools in the corporate areas were published.

The increase in the number of internal publications with managerial career path (27 in 2025 compared to 18 in 2024) is due to internal reorganisations resulting in the restructuring of teams.

It should be noted that one publication may result in several positions being filled.

Table 14 – Number of job applications (2023-2025)

Number of applications	Examiner posts*	Non-examiner posts*	Total
Total 2025	11 820	4 262	16 082
Total 2024	9 377	3 556	12 933
Total 2023	6 432	4 814	11 246

*Includes applications for internal/external publications and internal publications.

Source: EPO – SuccessFactors

⁴ See glossary.

In 2025, the EPO received 16 082 job applications, which represents an increase of 24% compared to the previous year. The number of examiner applications in 2025 increased by 26% compared with the previous year.

Table 15 – Average number of applications per vacancy (2023-2025)

Average number of applications per vacancy	Examiner posts*	Non-examiner posts*	Total
2025	394	258	349
2024	284	185	249
2023	198	104	144

*Applications for internal/external publications only.

Source: EPO – SuccessFactors

The average number of applications received in 2025 per job vacancy was 349, marking an increase of 40% on the previous year, driven by the increase in the average number of applications in both the core (by 39%) and non-core area (by 40%).

1.2.3 Recruitment and internal mobility

In 2025, 231 staff were recruited externally (including 97 young professionals) compared with 242 in 2024. If we exclude young professionals, there were 134 new hires in 2025, compared with 140 in 2024, representing a 4% decrease.

The average age of staff hired in 2025 was 30.8 years (31.8 years in 2024) and the age of the hires ranged from 20.9 to 53.9 years. Excluding young professionals, the average age on recruitment was 35.0 years (36.5 in 2024), ranging from 24.9 to 53.9 years. If we only consider examiners, the average age was 34.0 in 2025 and 34.8 in 2024.

Vacant positions are filled through a competitive process, following a selection procedure. The corresponding appointment may be the result of an external candidate being recruited, an employee from a lower job group being promoted or an employee in the same job group being transferred. In addition, 11 young professionals were appointed to budgeted posts in job group 4 in 2025, (four examiners, five administrators and two lawyers).

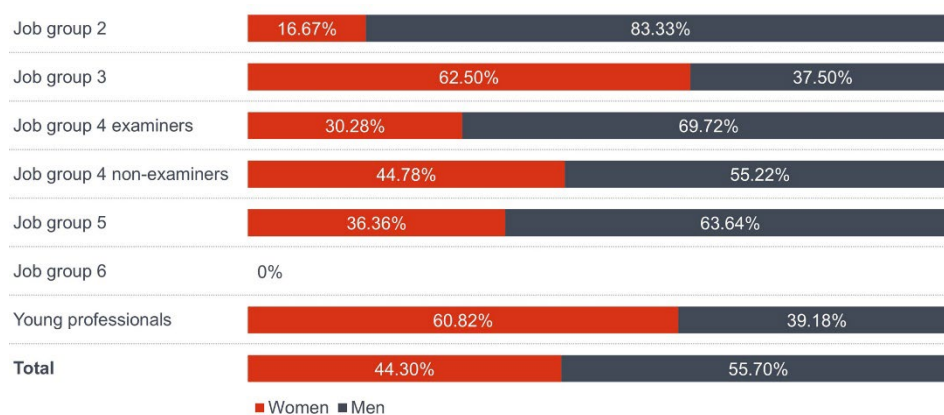
In 2025, 298 positions were filled through one of the four types of appointment, compared with 309 in 2024.

Table 16 – Number of appointments following a selection procedure (external and internal, 2024/2025)

Type of appointment	Function	2024	2025	Variation
External recruitment	BoA	0	0	n/a
	Other	31	30	-3.23%
	Examiner	109	104	-4.59%
	Young professional	102	97	-4.90%
External recruitment (total)		242	231	-4.55%
Promotion	BoA	1	2	100.00%
	Other	27	14	-48.15%
Promotion (total)		28	16	-42.86%
Transfer in the same job group	BoA	0	0	n/a
	Other	33	39	18.18%
	Examiner	0	1	n/a
Transfer in the same job group (total)		33	40	21.21%
YP appointed to a budgeted post	Other	4	7	75.00%
	Examiner	2	4	100.00%
YP appointed to a budgeted post (total)		6	11	83.33%
Total		309	298	-3.56%

Source: EPO – FIPS, Talent Acquisition

Graph 10 – Breakdown of appointments (external and internal) by gender and job group in 2025



Source: EPO – FIPS, Talent Acquisition

In addition to internal recruitment to fill a vacant position, the EPO's approach to fostering internal mobility, which started in 2020 and continued in 2025, resulted in 149 full moves in 2025. Furthermore, 14 "partial" moves were registered in 2025, meaning staff members took on new tasks for a percentage of their working time.

Table 17 – Internal mobility (2024/2025)

Type of move	2024	2025	Variation
Full	118	149	26.27%
Partial	53	14	-73.58%
Total	171	163	-4.68%

Source: EPO – FIPS, Talent Acquisition

All in all, 226 staff members changed their role fully or partially in 2025, through either appointment to the Boards of Appeal, promotion to a higher job group, transfer within the same job group, young professionals appointed to budgeted posts or internal mobility.⁵

⁵ Some staff members changed roles more than once in the course of 2025.

Table 18 – Number of new hires by nationality (2024/2025)

Nationality	2024	2025	Share	Variation	Of which young professionals 2025
German	45	42	18.18%	-6.67%	3
Italian	36	30	12.99%	-16.67%	20
French	22	27	11.69%	22.73%	5
Spanish	23	23	9.96%	0.00%	14
Turkish	17	18	7.79%	5.88%	15
Portuguese	15	14	6.06%	-6.67%	8
Greek	14	10	4.33%	-28.57%	6
British	5	9	3.90%	80.00%	3
Belgian	6	8	3.46%	33.33%	2
Dutch	10	7	3.03%	-30.00%	0
Polish	10	5	2.16%	-50.00%	1
Romanian	10	5	2.16%	-50.00%	5
Austrian	4	5	2.16%	25.00%	2
Serbian	2	4	1.73%	100.00%	2
Hungarian	2	2	0.87%	0.00%	0
Slovenian	2	2	0.87%	0.00%	1
Albanian	1	2	0.87%	100.00%	2
Latvian	0	2	0.87%	n/a	1
Lithuanian	0	2	0.87%	n/a	0
Luxembourgian	0	2	0.87%	n/a	0
Macedonian	0	2	0.87%	n/a	1
Slovakian	0	2	0.87%	n/a	2
Cypriot	4	1	0.43%	-75.00%	1
Irish	3	1	0.43%	-66.67%	0
Bulgarian	2	1	0.43%	-50.00%	1
Maltese	1	1	0.43%	0.00%	1
Montenegrin	1	1	0.43%	0.00%	1
Swedish	1	1	0.43%	0.00%	0
Swiss	1	1	0.43%	0.00%	0
Norwegian	0	1	0.43%	n/a	0
Croatian	2	0	0.00%	-100.00%	0
Finnish	2	0	0.00%	-100.00%	0
Czech	1	0	0.00%	-100.00%	0
Total	242	231	100.00%	-4.55%	97

Source: EPO – FIPS

Table 19 – Number of new hires by gender and age group (2024/2025)

	2024			2025		
Age group	Women	Men	Total	Women	Men	Total
Under 35	84	86	170	86	90	176
35-50	17	48	65	14	39	53
Over 50	1	6	7	1	1	2
Total	102	140	242	101	130	231

Source: EPO – FIPS

Table 20 – Number of new hires by gender and age group, excluding young professionals (2024/2025)

	2024			2025		
Age group	Women	Men	Total	Women	Men	Total
Under 35	19	49	68	27	52	79
35-50	17	48	65	14	39	53
Over 50	1	6	7	1	1	2
Total	37	103	140	42	92	134

Source: EPO – FIPS

1.2.4 Promotions

EPO staff can advance their career either by means of normal promotion to a higher grade within their current job group or, following a selection procedure, by means of promotion to a higher grade in another job group (Article 49 ServRegs).

Only staff members who are at the last step of the grade within their current job group are eligible for normal promotion. The number of such promotions therefore varies from year to year, depending on the demographic situation, the number of eligible staff and the available budget. In 2025, a total of 536 staff received normal promotions within the same job group. A further 14 staff advanced in their career through appointment to a higher job group following a selection procedure or a reclassification of their post.

The members of the Boards of Appeal, who are appointed by the Administrative Council rather than the President of the EPO, follow a different career system. Therefore, their data is presented separately. The term "appointment" in this part of the table refers to promotions following a selection procedure for positions in the Boards of Appeal.

All in all, 566 staff advanced their careers in 2025 through promotion. Overall, 39% of these were women (38% in 2024).

Table 21 – Number of staff that received career advancement through promotion (2024/2025)

	2024		2025			
Reason for action	Job group	Total	Women	Men	Total	Variation
Normal promotion	2	0	0	1	1	n/a
	3	14	2	11	13	-7.14%
	4	431	132	284	416	-3.48%
	5	14	12	3	15	7.14%
	6	105	67	24	91	-13.33%
Normal promotion (total)		564	213	323	536	-4.96%
Promotion after selection procedure	2	1	0	1	1	0.00%
	3	7	3	1	4	-42.86%
	4	8	2	1	3	-62.50%
	5	11	2	4	6	-45.45%
Promotion after selection procedure (total)		27	7	7	14	-48.15%
Promotion after reclassification	3	1	0	0	0	-100.00%
	5	2	0	0	0	-100.00%
Promotion after reclassification (total)		3	0	0	0	-100.00%
Total		594	220	330	550	-7.41%
Boards of Appeal						
Appointment*	2	1	0	2	2	100.00%
	3	0	0	0	0	n/a
Appointment (total)		1	0	2	2	100.00%
Promotion	3	13	2	12	14	7.69%
Promotion (total)		13	2	12	14	7.69%
Total for Boards of Appeal		14	2	14	16	14.29%
Total for ALL		608	222	344	566	-6.91%

*Reflected as Promotion in Table 16.

Source: EPO – FIPS

1.2.5 Talent development

The learning time for talent development activities in 2025 was:

- 166 636 hours following instructor-led learning courses and mandatory or recommended e-learning modules (146 088 hours in 2024). This corresponds to an average of 25.9 hours per employee who followed a training course (22.7⁶ in 2024).
- Of the training hours, 47.2% were dedicated to the initial training provided to staff who were newly hired or taking up a new role (41.2% in 2024).
- 4 919 hours on external online learning platforms (+4% compared to 2024). This corresponds to an average of 2.6 hours per employee who followed a training course (3.7 in 2024: more users, but less time per user).

Table 22 – Learning hours by gender (2024/2025)

Learning hours	2024*	2025*	Variation
Women	60 486	71 594	18.36%
Men	85 602	95 042	11.03%
Total	146 088	166 636	14.07%

*Rounding differences may occur.

Source: EPO – FIPS

Table 23 – Learning hours by function (2024/2025)

Learning hours	2024*	2025*	Variation
Examiners	97 262	94 365	-2.98%
Patent procedure support	5 351	3 026	-43.45%
BoA	2 475	2 488	0.52%
Other	20 016	21 128	5.55%
Young professionals	20 983	45 630	117.46%
Total	146 088	166 636	14.07%

*Rounding differences may occur.

Source: EPO – FIPS

⁶ New method based on number of active staff members over the whole year rather than year-end headcount, which led to recalculation of the 2024 figure

Table 24 – Indicators related to talent development activities (2024/2025)

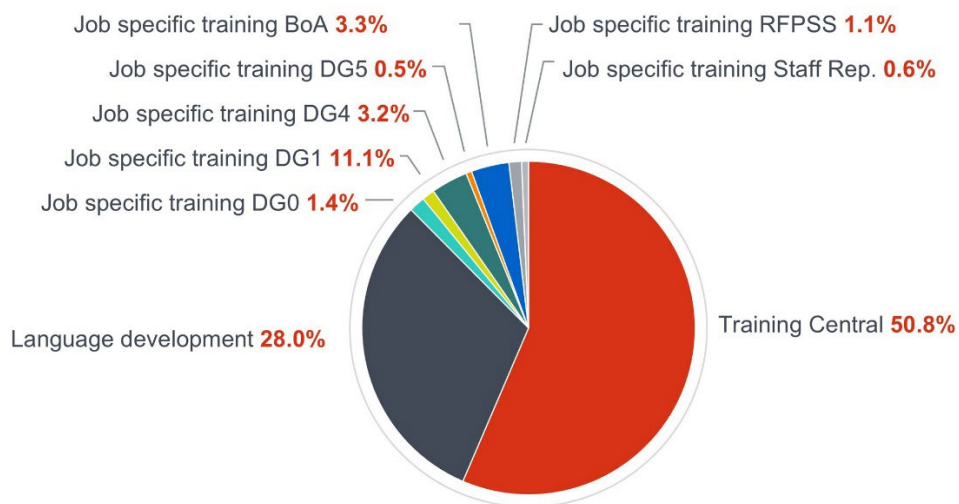
Training indicators	2024	2025	Variation
Talent development expenditure (in EUR)	3 365 574	3 500 725	3.86%
Number of employees who completed at least one instructor-led training course or an EPO mandatory or recommended e-learning module (in headcount)	5 753	6 218	8.08%
Share of employees who completed at least one instructor-led training course or an EPO mandatory or recommended e-learning module (in % of total EPO staff)	88.90%*	96.5%	8.55%
Number of employees who completed at least one training course on an external online learning platform (in headcount)	1 273	1 907	49.80%
Share of employees who completed at least one training course on an external online learning platform (in % of total EPO staff)	20.4%*	29.5%	44.61%
Average training expenses per employee (in EUR)	537	542	0.93%
Average training expenses per employee having completed at least one training course (in EUR)	582	562	-3.44%

* New method based on number of active staff members over the whole year rather than year-end headcount, which led to recalculation of the 2024 figure.

Training expenses cover the cost of external trainers and e-learning platforms (not internal trainers).

Source: EPO – FIPS

Graph 11 – Breakdown of talent development expenditure in 2025



Source: EPO – FIPS

1.2.6 Duty travel

Table 25 – Number of duty travel trips made (2024/2025)

2024			2025			Variation		
Trips	Staff	Expenditure*	Trips	Staff	Expenditure*	Trips	Staff	Expenditure
1 165	580	1 683 620	1 625	960	2 042 321	39.48%	65.52%	21.31%

*In EUR.

Source: EPO – Pensions, tax and expat services

Indicators underwent an increase in 2025 but remained substantially below the pre-pandemic levels (2 908 staff in 2019). A total of 960 staff travelled for business purposes in 2025 (compared with 580 in 2024).

1.2.7 Termination of active service at the EPO

In 2025, 291 employees ended active service. The main reason for ending active service was retirement (in 69% of cases). In 2024, the average retirement age was 61.8 years; the 2025 figure was 61.7 years.

The increase in the number of staff ending active service due to the end of their contract was down to 59 young professionals: 24 having been hired in 2024 but who did not continue for a second and third year, and 35 having successfully completed their three-year traineeship.

Staff turnover increased from 4.24% in 2024 to 4.70% in 2025, also mainly driven by the young professionals whose contract ended. Excluding young professionals, turnover increased from 3.54% in 2024 to 3.80% in 2025.

Table 26 – Breakdown of staff ending active service (2024/2025)

Reason	2024	% of total in 2024*	2025	% of total in 2025*	Variation
Retirement	182	68.68%	201	69.07%	10.44%
Resignation	26	9.81%	21	7.22%	-19.23%
End of contract	47	17.74%	61	20.96%	29.79%
Other reason	10	3.77%	8	2.75%	-20.00%
Total*	265	100.00%	291	100.00%	9.81%

*Rounding differences may occur in the total percentages.

Source: EPO – FIPS

Table 27 – Staff turnover by function (2024/2025)

Function	2024	Turnover in 2024*	2025	Turnover in 2025*
Examiner	94	2.35%	118	2.96%
BoA	9	5.26%	11	6.88%
Patent procedure support	22	4.63%	27	6.15%
Other	89	6.37%	71	5.14%
Young professionals	51	25.25%	64	28.57%
EPO total	265	4.24%	291	4.70%
Total excl. YP	214	3.54%	227	3.80%

*Turnover is calculated with reference to the headcount at the end of the respective year and it includes all reasons for ending active service (e.g. retirements).

Source: EPO – FIPS

Table 28 – Staff turnover by gender (excluding young professionals in 2024/2025)

Gender	2024	Turnover in 2024*	2025	Turnover in 2025*
Women	67	3.23%	63	3.05%
Men	147	3.70%	164	4.20%
	214	3.54%	227	3.80%

*Turnover is calculated with reference to the headcount at the end of the respective year and includes all reasons for ending active service (e.g. retirement).

Source: EPO – FIPS

Table 29 – Staff turnover by age group (excluding young professionals in 2024/2025)

Age group	2024	Turnover in 2024*	2025	Turnover in 2025*
Under 35 years	3	1.58%	1	0.45%
35-50 years	14	0.62%	14	0.68%
Over 50 years	197	5.46%	212	5.75%
	214	3.54%	227	3.80%

*Turnover is calculated with reference to the headcount at the end of the respective year and includes all reasons for ending active service (e.g. retirement).

Source: EPO – FIPS

Table 30 – Staff turnover by site, excluding young professionals (2024/2025)

Site	2024	Turnover in 2024*	2025	Turnover in 2025*
Munich	125	3.68%	148	4.45%
The Hague	77	3.20%	66	2.74%
Berlin	9	5.11%	7	3.93%
Vienna	3	4.55%	6	10.00%
	214	3.54%	227	3.80%

*Turnover is calculated with reference to the headcount at the end of the respective year and includes all reasons for ending active service (e.g. retirement).

Source: EPO – FIPS

1.2.8 Young professionals programme

In 2025, 97 young professionals joined the EPO in their first year, of which 96 were still in the programme at the end of 2025. All in all, there were 224 young professionals on 31 December 2025.

The 97 young professionals who joined the EPO in 2025 represent 22 different nationalities and 61% of them are women.

In 2025, 78 young professionals were allocated to the patent granting process area (up from 59 in 2024); 42 in their first year, 19 in their second year and 17 in their third year.

Of the 54 young professionals who were offered the opportunity to continue participating in the programme for a second and third year in 2024, 53 were still at the EPO as young professionals in their third year by the end of 2025 (one having been hired).

Of the 102 young professionals who joined the EPO in their first year in 2024, 75 were offered the opportunity to continue for a second and third year following a selection procedure. All of them were still in the programme at the end of 2025 as young professionals in their second year.

Since the programme's creation in 2015, the EPO has welcomed 779 trainees and young professionals from 35 nationalities, of whom 63% were women.

1.2.9 Seconded national experts

In 2022, the Administrative Council approved a professional mobility package which, *inter alia*, provided a framework for the secondment of national experts from organisations which had signed an agreement with the EPO, such as national patent offices. Seconded national experts (SNEs) remain employees of their sending organisation.

In 2025, one new SNE from the Hungarian Intellectual Property Office joined the EPO, bringing the number of SNEs at the end of 2025 to 13, of which 54% were women.

These 13 SNEs originate from seven national patent offices (Hungarian Intellectual Property Office, Institut National de la Propriété Industrielle (INPI FR), Ministry of Economic Development and Tourism of Montenegro, Norwegian Industrial Property Office, OSIM Romania, Polish Patent Office, UK Intellectual Property Office).

Out of all SNEs that joined the Office so far, 57% were women.

2. Remuneration

The total expenditure for basic salaries and allowances in 2025 was EUR 1 129 million, including EUR 865 million for basic salaries and EUR 264 million for allowances and benefits.

In 2025, the total amount paid for basic salaries increased by 1.7% over the previous year. This increase is mainly driven by the salary adjustment which took place in January 2025.

2.1 Payroll for the year and basic salaries

Table 31 – Basic salaries paid (in EUR, 2024/2025)

	2024	2025	
Job group	Total basic salaries paid	Total basic salaries paid	Average monthly basic salary paid
JG 1	1 344 275	1 382 382	23 040
JG 2	13 106 743	12 901 176	19 280
JG 3	66 000 582	63 409 017	17 504
JG 4	661 132 271	678 952 345	12 806
Total JG 1-4*	741 583 871	756 644 919	13 188
JG 5	19 239 603	19 317 477	9 450
JG 6	82 687 770	80 663 768	8 203
Total JG 5-6*	101 927 373	99 981 245	8 418
Subtotal excl. YPs*	843 511 244	856 626 164	12 370
Young professionals	6 369 780	8 080 902	3 283
Total*	849 881 024	864 707 066	12 058

*Rounding differences may occur in the totals.

Source: EPO – FIPS

2.2 Comparison of the 10th and 90th percentiles

The 10% highest-paid staff earn full basic salaries at or above EUR 16 399 (90th percentile) per month. The 10% lowest paid earn full basic salaries at or below EUR 7 944 (10th percentile) per month. The ratio between the 90th and 10th percentiles is therefore 2.06 (2.04 in 2024).⁷

2.3 Performance and rewards

Table 32 – Rewards paid (in EUR, 2024/2025)

Reward type	Pensionable/ non- pensionable	2024	2025
Step/promotion	Pensionable	10 673 835	10 481 494
Bonus	Non-pensionable	13 631 820	12 144 406
Total*		24 305 655	22 625 900

*Rounding differences may occur in the totals.

Source: EPO – FIPS

2.4 Allowances and benefits

In 2025, in addition to basic salaries, over EUR 264 million was paid in allowances and benefits, including EUR 108 million paid as expatriation allowance to the 64.6% of total staff with expatriate status (Article 72 ServRegs).

⁷ Not considering young professionals.

Table 33 – Allowances and benefits paid (2024/2025)

Category	Allowance/benefit*	2024	2025	Variation
Family	Dependants' allowance	38 297 537	38 271 170	-0.07%
	Household allowance	39 445 803	40 304 415	2.18%
	Childcare allowance/young child allowance	3 698 360	3 185 267	-13.87%
	Education allowance	53 364 942	54 347 337	1.84%
	Parental/family leave allowance	991 726	928 958	-6.33%
	Parenthood grant (previously birth grant)	79 017	73 276	-7.27%
Work-related	Overtime and shift allowance	722 006	748 384	3.65%
	Rent allowance	1 065 955	1 096 678	2.88%
	Installation allowance	713 611	793 469	11.19%
	Removal expenses	884 881	955 886	8.02%
	Language allowance	66 806	62 016	-7.17%
	Travel expenses	53 056	41 668	-21.46%
	Functional allowance	3 205 244	3 033 327	-5.36%
	Young professionals' benefits***	640 181	847 062	32.32%
Expatriation	Expatriation allowance	107 063 502	108 429 621	1.28%
	Home leave	3 330 597	3 673 262	10.29%
Termination	Severance grant	1 819 307	2 565 418	41.01%
	Salary savings plan payment	2 262 312	3 986 154	76.20%
	Dismissal compensation	17 147	101 659	492.85%
	Termination indemnity	0	0	n/a
Other	Miscellaneous	658 171	603 939	-8.24%
Total**		258 380 162	264 048 967	2.19%

*See glossary, "Allowances/other benefits".

**Rounding differences may occur in the totals.

***The young professionals' benefits include the monthly YP lump sum allowance, the allowance for secondment of YPs and the job loss indemnity.

Source: EPO – FIPS

Please note that staff entitlement to the different allowances depends on their specific circumstances, in line with the provisions of the EPO Service Regulations.

In addition, the EPO also contributes to the budget of the European School Munich and subsidises places in various in-house crèches.

Table 34 – Contribution to crèches and to the European School Munich (ESM) (in EUR, 2024/2025)

Type of expenditure	2024	2025	Variation
Subsidies to crèches	485 488	249 937	-48.52%
European School Munich	26 829 445	26 938 500	0.41%
Total	27 314 933	27 188 437	-0.46%

Source: EPO – FIPS

Table 35 – Overview ranges of monthly remuneration, job group 4 (2025)

Job group 4 (Grade)	% staff in grade	Average length of service	Average age	Monthly basic salary range* (Germany)	Monthly remuneration** range
Entry career (G7)	4.48%	3	33	6 992 – 7 654	5 975 – 9 955
Mid-career (G10)	8.00%	10	47	9 902 – 11 088	8 461 – 13 782
End of career (G13)	39.08%	23	56	14 608 – 15 975	13 651 – 19 229

Source: EPO – FIPS

*Basic salary range for step 1-5 in the specific grade.

**Remuneration depends on the personal situation of the employee and comprises the basic salary for the step and grade plus corresponding household allowance, expatriation allowance, dependants' allowance, young child allowance, education allowance and deductions for pension and social security contributions.

The lower range represents a single staff member with no children, with no expatriate status, in step 1 of the grade and the upper range represents a married staff member with two children, with expatriate status, in step 5 of the grade.

As an example, an examiner starting in G7, step 1, with a fixed term appointment, working in Germany, not married, without children and with no expatriate status can expect a total net monthly remuneration of approximately EUR 5 975, made up of:

- basic salary: 6 992 EUR
- household allowance: 0 EUR
- expatriation allowance: 0 EUR
- dependants' allowance: 0 EUR
- young child allowance: 0 EUR
- education allowance: 0 EUR
- total deductions: -1 017 EUR

The same examiner working in the Netherlands can expect a total net monthly remuneration of approximately EUR 5 914.

As an additional example, a mid-career examiner in G10, step 1, with permanent status, working in Germany, married, with one child between four and 18 years old and with expatriate status can expect a total net monthly remuneration of approximately EUR 11 607, made up of:

▪ basic salary:	9 902 EUR
▪ household allowance:	594 EUR
▪ expatriation allowance:	1 980 EUR
▪ dependants' allowance:	441 EUR
▪ young child allowance:	0 EUR
▪ education allowance:	131 EUR
▪ total deductions:	-1 441 EUR

The same examiner working in the Netherlands can expect a total net monthly remuneration of approximately EUR 11 492.

The most common grade in job group 4 is G13. Within this grade, the most common step is step 5. As an example, an examiner with permanent status in grade G13/5, working in Germany, married, with a spouse who is not gainfully employed, two dependent children, of which one is less than four years old and the other is between four and 18, and expatriate status can expect a total net monthly remuneration of approximately EUR 19 230, made up of:

▪ basic salary:	15 975 EUR
▪ household allowance:	959 EUR
▪ expatriation allowance:	3 195 EUR
▪ dependants' allowance:	883 EUR
▪ young child allowance ⁸ :	411 EUR
▪ education allowance:	131 EUR
▪ total deductions:	-2 324 EUR

The same examiner working in the Netherlands can expect a total net monthly remuneration of approximately EUR 19 452.

In job groups 5 and 6, the most common grade is G9. Within this grade, the most common step is step 5. As an example, an administrative employee with permanent status in grade G9/5, working in Germany, married, with a spouse who is not gainfully employed, two dependent children, of which one is less than four years old and the other is between four and 18, and no expatriate status can expect a total net monthly remuneration of approximately EUR 10 208, comprised of:

⁸ A double young child allowance of EUR 822 may be paid to employees if the cost of the childcare facilities exceeds a certain amount per month. In Munich, the majority of staff receive the standard amount of EUR 411, whereas in The Hague more staff receive the double allowance. This is reflected in the typical salaries shown.

▪ basic salary:	9 605 EUR
▪ household allowance:	576 EUR
▪ dependants' allowance:	883 EUR
▪ young child allowance:	411 EUR
▪ education allowance:	131 EUR
▪ total deductions:	-1 398 EUR

An administrative employee with the same circumstances working in the Netherlands can expect a total net monthly remuneration of approximately EUR 10 523.

2.5 Home loans

Any permanent employee with active status and a minimum of two years of service may be granted a loan for the building, purchase, renovation or refinancing of a residential property destined to be used as a main residence at the place of employment at conditions which are 1.5% below the average market interest rates. The maximum amount which can be borrowed is EUR 110 000, with an increase of 5% for each dependent child.

By the end of 2025, a total of 1 414 loan accounts were active, with a total outstanding balance of around EUR 85.9 million.

Table 36 – Home loans (2024/2025)

Home loans	2024	2025	Variation
Number of new applications	75	62	-17.33%
Amount of new loans to staff, in EUR (budget)	5 541 950	5 285 699	-4.62%
Number of new loans paid out to staff	52	52	0.00%
Total number of active outstanding loans	1 460	1 414	-3.15%
Average interest rate over the total average capital	0.75%	0,83%	10.67%
Total amount of home loans outstanding, in EUR	91 532 514	85 890 608	-6.16%

Source: EPO – Pensions, taxes and expat services department

3. Social security and pension schemes

The EPO provides its employees with a pension scheme and a social security scheme, which includes a healthcare insurance scheme and provisions in case of death, incapacity or long-term care. Total payments in 2025 amounted to approximately EUR 535 million.

3.1 Population covered by the EPO social security scheme

At the end of 2025, 23 352 persons were covered by the EPO social security scheme. The total population insured also includes staff in non-active service (such as unpaid leave for more than six months) who are still affiliated to the EPO scheme.

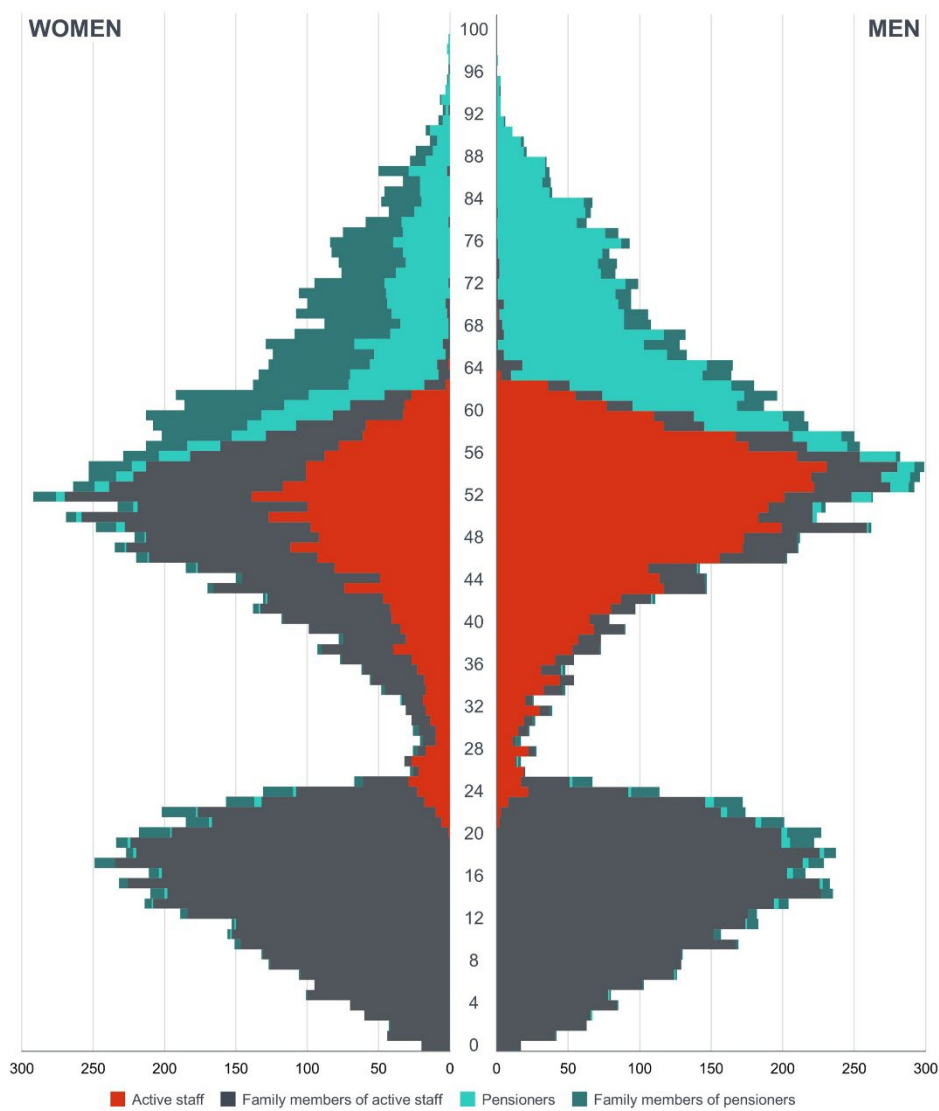
Table 37 – Breakdown of persons covered by the EPO social security scheme (2024/2025)

Category	2024	2025	Variation
Active staff covered by the social security scheme	6 251	6 195	-0.90%
Unpaid leave, secondment and reserve status	15	11	-26.67%
Pension recipients	3 470	3 628	4.55%
Family members (spouses and dependants)	13 592	13 518	-0.54%
Total	23 328	23 352	0.10%

Source: ISRP⁹; EPO – FIPS

⁹ See glossary.

Graph 12 – Breakdown by age of the total population covered by the EPO's social security scheme as of 31 December 2025



Source: ISRP; EPO – FIPS

3.2 Social security benefits

Table 38 – Breakdown of social security payments relating to collective insurances (in EUR, 2024/2025)

Type of benefits	2024	2025	Variation
Healthcare reimbursement	99 258 926	103 956 047	4.73%
Long-term care insurance	9 166 687	9 897 947	7.98%
Death insurance	4 464 392	2 513 872	-43.69%
Total benefits	112 890 006	116 367 866	3.08%

Source: EPO – FIPS; Cigna

3.3 Payments for pensioners

At the end of 2025, there were 3 760 recipients of an EPO pension, which represents a 4.7% increase compared with the end of 2024.

Table 39 – Breakdown by type of pension (2024/2025)

Type of pension	Number of recipients in 2024	Number of recipients in 2025	Average monthly basic pension (in EUR) in 2024*	Average monthly basic pension (in EUR) in 2025*
Retirement	3 038	3 185	7 987	8 154
Survivor's	443	466	5 151	5 246
Orphan's	111	109	1 503	1 606
Total	3 592	3 760	7 437	7 604

Source: ISRP

* The package for a pensioner depends on the personal situation of the retired employee and comprises the basic pension plus corresponding household allowance, dependants' allowance, young child allowance, education allowance, tax adjustment, if applicable, and deductions for social security contributions.

Table 40 – Breakdown of payments (in EUR, 2024/2025)

Benefits linked to pension	2024	2025	Variation
Basic pension staff recruited before 2009	307 681 045	330 183 525	7.31%
Basic pension staff recruited after 2009	664 765	720 397	8.37%
Tax adjustment	65 367 876	69 220 130	5.89%
Other (allowances, compensation)	17 379 167	18 618 757	7.13%
Total	391 092 853	418 742 810	7.07%

Source: EPO – FIPS

Table 41 – Key figures related to retired staff as of 31 December 2025

Job group (JG)	Number of retired employees (in headcount)	Average age at retirement (in years)	Average length of service at the EPO (in years)	Average basic monthly salary before retirement (in EUR)
JG 1-4	2 112	61.2	28.6	16 619
JG 5-6	1 073	60.7	30.9	9 029
Total	3 185	61.0	29.4	14 062

Source: ISRP; EPO – FIPS

The typical package for a G13/5 pensioner, married with no dependent children and living in Germany, after the current average of 28 reckonable years of service at the EPO and based on the German salary table, is composed of the following elements:

▪ basic pension:	8 946 EUR
▪ household allowance:	536 EUR
▪ tax adjustment	1 746 EUR
▪ deductions for healthcare and long-term care insurance:	-335 EUR
▪ national tax:	-2 744 EUR
▪ <i>total:</i>	<i>8 149 EUR</i>

The typical package for a G9/5 pensioner, married with no dependent children and living in Germany, after the current average of 30 reckonable years of service at the EPO and based on the German salary table, is composed of the following elements:

▪ basic pension:	5 763 EUR
▪ household allowance:	346 EUR
▪ tax adjustment:	679 EUR
▪ deductions for healthcare and long-term care insurance:	-216 EUR
▪ national tax:	-1 140 EUR
▪ <i>total:</i>	<i>5 432 EUR</i>

The examples above relate to the old pension scheme, applicable to staff who joined the EPO before 1 January 2009. Staff joining after this date are subject to the New Pension Scheme Regulations. On retirement, they receive a pension based on a capped salary. The capped salary is set at twice G1/4.

3.4 Contributions to the EPO social security and pension schemes

Like other international organisations, the EPO provides, organises and finances its social security and pension schemes independently.

To finance the benefits paid under the different social security and pension schemes, contributions are paid by both the EPO and the beneficiaries. With a contribution of EUR 282 million in 2025 (66% of total contribution), the EPO is the main contributor. As in most European international organisations, the share of contributions to all schemes follows the general approach of "1/3 employee, 2/3 employer".

Table 42 – Total contributions to the social security and pension schemes and the salary savings plan (in EUR, 2024/2025)

Contributions to the social security scheme, the pension schemes and the salary savings plan	2024	2025	Variation
EPO	277 091 544	281 907 682	1.74%
Employees	129 240 721	131 053 280	1.40%
Pension recipients	11 538 541	12 406 593	7.52%
Total	417 870 806	425 367 555	1.79%

Source: EPO – FIPS

Table 43 – Contributions to the social security scheme (not including pensions) (in EUR, 2024/2025)

Contributions to the social security scheme (not including pensions)	2024	2025	Variation
EPO	92 942 659	94 749 734	1.94%
Employees	37 166 256	37 474 395	0.83%
Pension recipients	11 538 541	12 406 593	7.52%
Total	141 647 455	144 630 723	2.11%

Source: EPO – FIPS

Table 44 – Total contributions to the pension schemes (in EUR, 2024/2025)

Contributions to the pension schemes	2024	2025	Variation
EPO	167 595 740	168 955 897	0.81%
Employees	83 797 852	84 477 910	0.81%
Total	251 393 852	253 433 808	0.81%

Source: EPO – FIPS

Table 45 – Total contributions to the salary savings plan (in EUR, 2024/2025)

Contributions to the salary savings plan	2024	2025	Variation
EPO	16 553 145	18 202 051	9.96%
Employees	8 276 613	9 100 974	9.96%
Total	24 829 758	27 303 024	9.96%

Source: EPO – FIPS

The assets managed in the salary savings plan amounted to EUR 381.8 million on 31 December 2025, while the assets managed by the RFPSS amounted to EUR 14.7 billion on 31 December 2025.

4. Working conditions

At the EPO, staff can opt for various flexible working arrangements, including working part-time, working from home or from any other location within the territory of an EPC contracting state and flexitime.

A total of 98% of staff members registered for teleworking at least once during 2025.

The following work arrangements were observed in 2025:

Table 46 – Breakdown of work arrangements (2024/2025)

Work arrangements (in %)	2024	2025
On-site only	2%	2%
Teleworking	98%	98%
<i>On-site and teleworking from the country of employment</i>	40%	38%
<i>On-site and teleworking from the country of employment and teleworking from another EPC contracting state</i>	58%	60%
<i>On-site and teleworking from another EPC contracting state</i>	2%	2%
Total	100%	100%

Source: New ways of working planning tool

Overall, 62% of staff members used the option to telework from another EPC contracting state in 2025 for at least one day. Of these staff members, 75% used this opportunity to work from their home country.

4.1 Staff working part-time

In 2025, about 12% of all EPO staff worked part-time (the reduction of working time can be up to 50%). Women represented around 68% of the total staff working part-time. These figures are stable in comparison with previous years.

Table 47 – Breakdown of staff working full-time/part-time per site (2024/2025)

		31.12.2024			31.12.2025			Variation
Employees	Site	Women	Men	Total	Women	Men	Total	
Full-time	Munich	1 037	2 084	3 121	1 046	2 040	3 086	-1.12%
	The Hague	571	1 575	2 146	582	1 576	2 158	0.56%
	Berlin	44	110	154	48	110	158	2.60%
	Vienna	31	36	67	29	35	64	-4.48%
	Total	1 683	3 805	5 488	1 705	3 761	5 466	-0.40%
	In % of total staff	76.33%	94.04%	87.79%	77.36%	94.24%	88.23%	
Part-time	Munich	328	106	434	298	92	390	-10.14%
	The Hague	175	120	295	181	122	303	2.71%
	Berlin	11	15	26	11	16	27	3.85%
	Vienna	8		8	9		9	12.50%
	Total	522	241	763	499	230	729	-4.46%
	In % of total staff	23.67%	5.96%	12.21%	22.64%	5.76%	11.77%	
	Total	2 205	4 046	6 251	2 204	3 991	6 195	-0.90%

Source: EPO – FIPS

Table 48 – Breakdown of working time percentages (2024/2025)

Working time percentage	Number of staff on 31.12.2024	Percentage of staff working part-time	Number of staff on 31.12.2025			
			Women	Men	Total	Percentage of staff working part-time
50-59%	38	4.98%	25	6	31	4.25%
60-69%	76	9.96%	66	14	80	10.97%
70-79%	100	13.11%	72	21	93	12.76%
80-89%	415	54.39%	253	141	394	54.05%
90-99%	134	17.56%	83	48	131	17.97%
Total*	763	100.00%	499	230	729	100.00%

*Rounding differences may occur in the total percentages.

Source: EPO – FIPS

4.2 Flexitime and compensation hours

In 2025, the average amount of flexitime taken per employee was equivalent to 2.1 days. The average amount of compensation hours taken per employee was equivalent to 5.5 days.

Table 49 – Breakdown of flexitime and compensation hours (2024/2025)

Type of leave	Absence days* in 2024	Absence days* in 2025	Variation
Flexitime	13 323	12 784	-4,04%
Compensation hours	32 940	34 260	4,01%

*Absence days are not the same as employee days. For instance, an absence day for a 50% part-timer (four hours) counts as a full day.

Source: EPO – FIPS

4.3 Overtime, shift work and on call

Table 50 – Breakdown of overtime, shift work and on call services (2024/2025)

Overtime, shift work and on call (in hours)	2024	2025	Variation
Overtime	364	596	63.96%
On call	57 388	54 324	-5.34%
Shift hours	759	892	17.54%

Source: EPO – FIPS

4.4 Working days and absences

Parental and family leave are classed as social leave. In 2025, 716 employees took an average of 18.0 days of parental leave. In addition, 107 employees took family leave. On average, each of these employees took 15.4 days of family leave.

Table 51 – Employees entitled to and taking parental leave (2024/2025)

	2024			2025			Variation
	Women	Men	Total	Women	Men	Total	Variation
Employees entitled to parental leave	662	1 333	1 995	604	1 233	1 837	-7.92%
Employees taking parental leave	354	460	814	321	395	716	-12.04%
Percentage	53.47%	34.51%	40.80%	53.15%	32.04%	38.98%	-4.47%

Source: EPO – FIPS

Table 52 – Reasons for absence, volume and impact on total working days (2024/2025)

	2024			2025			Variation
Categories of absence	Number of absence days*	Average number of absence days/FTE ^s **	Absence days as % of total working days	Number of absence days*	Average number of absence days/FTE ^s **	Absence days as % of total working days	Number of absence days
Annual leave and home leave	212 514	33.96	13.62%	210 851	34.00	13.67%	-0.78%
Total sick leave***	79 899	12.74	5.10%	78 819	12.71	5.11%	-1.35%
Social leave	28 784	4.60	1.84%	27 880	4.50	1.81%	-3.14%
Unpaid leave	1 506	0.24	0.10%	1 169	0.19	0.08%	-22.38%
Total	322 703	51.55	20.66%	318 719	51.40	20.67%	-1.23%

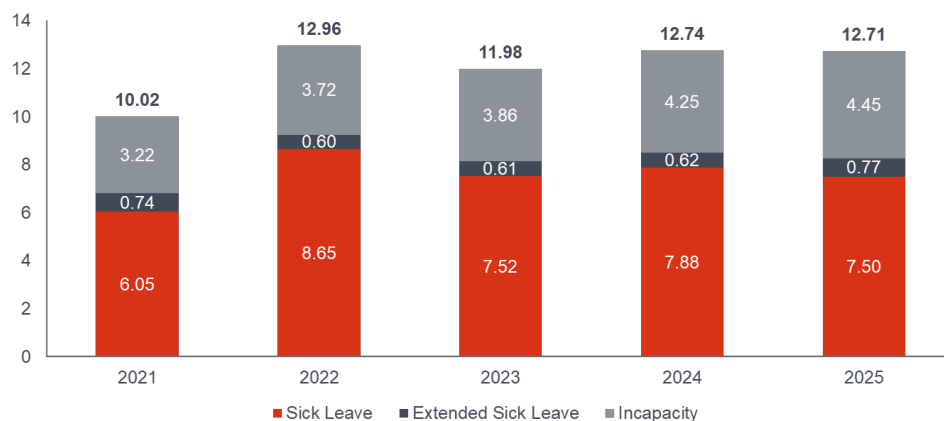
*Absence days are not the same as employee days. For instance, an absence day for a 50% part-timer (four hours) counts as a full day.

**The calculations are based on FTE^s and not FTE (see glossary).

***All types of sick leave (sick leave, extended sick leave and incapacity).

Source: EPO – FIPS

Graph 13 – Total sickness days per FTE^s, 12 months rolling (2021-2025)



Rounding differences may occur in the total days.

Source: EPO – FIPS

Table 53 – Breakdown of total sickness days (2024/2025)

Type*	2024		2025		Variation for total days per FTE ^s	Variation for capacity loss
	Total days per FTE ^s	Capacity loss %	Total days per FTE ^s	Capacity loss %		
Sick leave	7.88	3.15%	7.50	3.02%	-4.82%	-4.27%
Extended sick leave	0.62	0.25%	0.77	0.31%	24.19%	23.83%
Incapacity	4.25	1.70%	4.45	1.79%	4.71%	5.24%
Total sickness days**	12.74	5.10%	12.71	5.11%	-0.24%	0.20%

*See glossary Leave types – Absences for health reasons

**Rounding differences may occur in the totals.

Source: EPO – FIPS

Table 54 – Number of sickness days by percentage of staff (2024/2025)

Number of sickness days (d)	% of staff in 2024	% of staff in 2025
0 days	31.21%	32.97%
0 days < d < 10 days	43.13%	42.04%
10 days ≤ d < 60 days	20.83%	19.94%
60 days ≤ d	4.82%	5.05%
Total*	100.00%	100.00%

*Rounding differences may occur in the total percentages.

Source: EPO – FIPS

5. Health, safety and welfare services

5.1 Activities related to health services (occupational health and well-being services)

Table 55 – Volume of activities undertaken by the occupational health and well-being services (2024/2025)

Volume of activities undertaken by occupational health and well-being services	2024	2025	Variation
Number of staff that consulted occupational health and well-being services	1 500	1 551	3.40%
Number of cases*	1 875	2 130	13.60%
Number of in-house consultations	6 565	6 222	-5.22%

*With a diagnosis.

Source: EPO – occupational health and well-being services, Cority

Table 56 – Type of activities related to health services (2024/2025)

Type of activities	2024	2025	Variation
Mandatory examinations, Circular No. 367	700	544	-22.29%
Reintegration meetings	305	389	27.54%
Workplace visits by occupational health ergonomist/nurses*	1 588	1 445	-9.01%
Preventive medical examinations	709	877	23.70%
Initial medical examinations	224	239	6.70%
Emergency cases	36	46	27.78%
Vision tests**	566	417	-26.33%
In-house physiotherapy sessions	3 628	5 011	38.12%
Influenza vaccinations	3 430	2 126	-38.02%

* Combined category including virtual and physical workplace visits by occupational health ergonomist/nurses/ErgoWUCs

**Vision tests undertaken as part of a campaign now that all staff have been on site for a proportion of the year

Source: EPO – occupational health and well-being services, Cority Overall utilisation of the Employee Assistance Programme (EAP) was 3.33% (209 total cases). This is lower than in 2024, when it was 3.81%.

Overall, 2.7% of utilisation was accounted for by EPO employees, while 0.35% reflected contacts made by their dependants.

Most contacts to the EAP concerned personal reasons (68.8%), followed by work-related issues (16.8%) and matters involving family members (14.4%).

5.2 Occupational accidents

Table 57 – Number of occupational accidents reported (2024/2025)

Site	2024	2025
Munich	12	12
The Hague	7	14
Berlin	1	1
Vienna	1	1
Brussels	0	0
Total	21	28

Source: EPO

Of the 28 occupational accidents that occurred, 19 were commuting accidents, 6 occurred on the premises and 3 occurred during home working.

5.3 Occupational health-related expenditure

Overall expenditure for occupational health increased in 2025, amounting to EUR 3.9 million compared with EUR 3.3 million in 2024.

This corresponds to an increase of 20%, mainly driven by the externalisation of services that were previously performed in-house.

5.4 Costs for general staff welfare

Table 58 – Breakdown of expenditure for general staff welfare (in EUR, 2024/2025)

Category	2024	2025	Variation
Canteen subsidies	1 135 108	1 240 531	9.29%
AMICALE, culture and sports clubs, social events	1 606 000	1 780 000	10.83%
Pensioners' Association subsidy	141 765	157 500	11.10%
Jubilees	216 000	229 200	6.11%
Motivation budget and social events	823 276	818 408	-0.59%
Total	3 922 149	4 225 639	7.74%

Source: EPO – FIPS

6. Social dialogue

All of the figures in Table 59 were taken from the self-declaration made by staff representatives regarding the number of days spent on staff representation activities.

Table 59 – Staff representation activities in days (2024/2025)

Staff representation activities	2024	2025
Total time available	5 450	5 450
Statutory bodies ¹⁰	28.40	19.20
Administrative Council and its bodies	23.90	45.20
Thematic meetings and working groups	1 128.40	892.60
Internal staff representative work and training	3 484.50	3 797.00
Total time used	4 665.20	4 754.00

Source: EPO – FIPS

¹⁰ Excluding the settlement of disputes and disciplinary committees. See also the glossary.

Table 60 – Number of staff involved in staff representation activities by site (2024/2025)

	2024	2025		
Site	Total	Women	Men	Total
Berlin	6	0	5	5
Munich	19	5	15	20
The Hague	16	6	10	16
Vienna	6	3	3	6
Total	47	14	33	47

Source: EPO – FIPS

6.1 Meetings with social partners

Table 61 – Number of meetings with social partners (2024/2025)

Meetings with social partners	2024	2025
Meetings of statutory bodies	27	29
Participation of staff representatives in the Administrative Council and its bodies	16	15
Thematic meetings and working groups	32	40
Other meetings	9	8
Total	84	92

Source: EPO – President's Office/social dialogue secretariat

6.2 Industrial action

Table 62 – Number of strike days (2024/2025)

Number of strikes	2024	2025
Number of strike days	0	0
Number of FTE days	0	0

Source: EPO – FIPS

7. Conflict resolution

7.1 Informal conflict resolution

The EPO provides confidential counselling services. Delivered by internally trained peers (confidential counsellors) and accredited external workplace solutions (WPS) counsellors, they contribute to the prevention of conflicts and promote a constructive working environment.

Table 63 – Number of new counselling cases (2024/2025)

Type of informal resolution channel	2024		2025	
	Number of cases**	% of total*	Number of cases**	% of total*
Confidential counsellors	156	100.00%	110	74.32%
Workplace solutions (WPS) counsellors***	n/a	n/a	38	25.68%
Total	156	100.00%	148	100.00%

* Rounding differences may occur in the total percentages.

** In previous Social Reports the number of cases handled during the year was reported. This table reports the number of new cases received during the year. Hence the number of cases in 2024 differs from the figure cited in the previous Social Report.

*** The WPS service started in May 2025.

Source: EPO – Principal Directorate Internal Audit and Professional Standards

7.2 Management review

The management review is a pre-litigation step, which aims to resolve employment law-related administrative disputes at an early stage, thus preventing further litigation. In 2025, 94 requests for management review were registered, involving a total of 128 requesters.

Table 64 – Overview of general categorisation of management reviews (2024/2025)

Categories	2024			2025		
	Registered cases	% of total*	Number of requesters	Registered cases	% of total*	Number of requesters
Regulations/policies	16	19.28%	35	15	15.96%	49
Individual	67	80.72%	67	79	84.04%	79
Total	83	100.00%	102	94	100.00%	128

*Rounding differences may occur in the total percentages.

Source: EPO – Employment Law and Social Dialogue Advice

Table 65 – Outcome of management review cases (2024/2025)

Status/outcome	2024		2025	
	Requests	% of total*	Requests	% of total*
Rejected as not receivable	4	4.82%	5	5.32%
Decision maintained	62	74.70%	67	71.28%
Allowed (in whole or in part)	5	6.02%	1	1.06%
Withdrawn	10	12.05%	18	19.15%
No review (filter function)	2	2.41%	0	0.00%
Pending	0	0.00%	3	3.19%
Total	83	100%	94	100%

*Rounding differences may occur in the total percentages.

Source: EPO – Employment Law and Social Dialogue Advice

Of the 94 requests in 2025, approximately 63% of the closed cases had not progressed to the appeal stage as of 4 February 2026.

The figure of 63% is preliminary. The definitive number of internal appeals following a management review will be available in the next social report, given that up to six months may elapse from the date of filing a management review to the subsequent registration of an appeal (up to two months to conduct the review, up to three months to file a subsequent appeal and up to one month to register the appeal).

By way of reference, the final figures for 2024 show that, of the 83 registered requests for review, 52% did not progress to the appeal stage.

7.3 Internal appeals

In 2025, 59¹¹ new appeals were lodged by 59 staff members (51 active staff members, 8 pensioners). This is around 10% lower than the number of new appeals in 2024 (66¹²).

In 2025, the average duration from filing an appeal until the final decision of the President decreased by 20% to 21.8 months (27.3 months in 2024).

At the end of 2025, the number of pending appeals before the Appeals Committee decreased by 5.4% to 794¹³ appeals (at the end of 2024, 839 appeals were pending before the Appeals Committee). One mass appeal was lodged in 2025.

Table 66 – Internal appeals registered (2024/2025)

Year	Number of appeal cases	Number of registered individual appeals
2024	66	66
2025	48	59

Source: EPO – Appeals Committee Secretariat

Table 67 – Number of appeal cases finalised by the Appeals Committee (2024/2025)

Outcome of appeals	2024	2025
Cases on which the Appeals Committee issued an opinion	145	96
Cases closed by withdrawal (before opinion issued)*	1	3
Cases closed by amicable settlement facilitated by the Appeals Committee**	1	5

* These figures do not include two appeals in 2024 and two appeals in 2025 withdrawn following the issuance of the Appeals Committee's opinion. The 2025 figure includes one "child" appeal from a mass appeal.

** The 2025 figure includes two "child" appeals from separate mass appeals.

Source: EPO – Appeals Committee Secretariat

Table 68 – Outcome of appeals at the EPO (2024/2025)

Final decisions of the appointing authority on appeals	2024*	2025*
Appeals allowed	0.00%	0.00%
Appeals allowed in part	20.20%	12.30%
Appeals rejected	79.80%	87.70%

*Rounding differences may occur in the total percentages.

Source: EPO – Employment Law and Social Dialogue Advice

¹¹ The figure does not include one appeal which was split off from the registered appeal to form a new appeal with the same respective reference number plus suffix. The figure includes 11 "child" appeals filed in the context of a mass appeal against decision CA/D 15/24 implementing the remuneration adjustment method introduced by Administrative Council decision CA/D 4/20.

¹² This figure does not include two appeals which were split off from the registered appeals to form new appeals with the same respective reference number plus suffix.

¹³ From this figure some 710 are suspended pending a related ILOAT judgment.

Final decisions were issued for 114 appeals in 2025.

7.4 Complaints filed by EPO staff with the Tribunal

Once the internal means of redress have been exhausted, EPO staff may file a complaint with the Administrative Tribunal of the International Labour Organization (Tribunal). Of the 114 final decisions issued in 2025, approximately 82% had not progressed to the Tribunal by 5 February 2026.

The figure of 82% is preliminary. The definitive number of complaints progressing to the Tribunal will be available in future social reports as there is a delay between complaints being filed with the Tribunal and being provided by the Tribunal to the EPO. By way of reference, as of 5 February 2026, the figures for 2024 show that, of the 124 final decisions, 63% did not progress to the Tribunal.

Table 69 – Outcome of complaints filed with the Tribunal (2024/2025)

Outcome of complaints filed with the Tribunal	2024	2025
Number of complaints pending with the Tribunal	350	344
Number of new complaints received by the EPO	80	52
Number of judgments delivered*	39 (42)	55 (63)
% of Tribunal complaints allowed**	12%	0%
% of Tribunal complaints partially allowed	0%	5%
% of Tribunal complaints not allowed***	88%	95%

* The numbers in brackets show the number of actual complaints (several complaints can receive one judgment).

** Includes two complaints remitted to the EPO for reconsideration in 2024.

*** Includes four complaints summarily dismissed in 2025 (0 in 2024).

Source: EPO – Employment Law and Social Dialogue Advice

7.5 Settlements in 2025

In 2025, amicable settlements were explored in 50 cases. The settlement attempts were successful in 16% of those cases.

Table 70 – Number of cases settled and cases with a recorded withdrawal in 2025

Outcome	Pre-litigation stage	Internal appeals	Tribunal complaints	Total
Withdrawal*	16	4	12	32
Amicable resolution	0	1	7	8

Cases withdrawn/closed by amicable resolution are counted as of the date of signature.

*Withdrawals of management review requests are reported in Table 65.

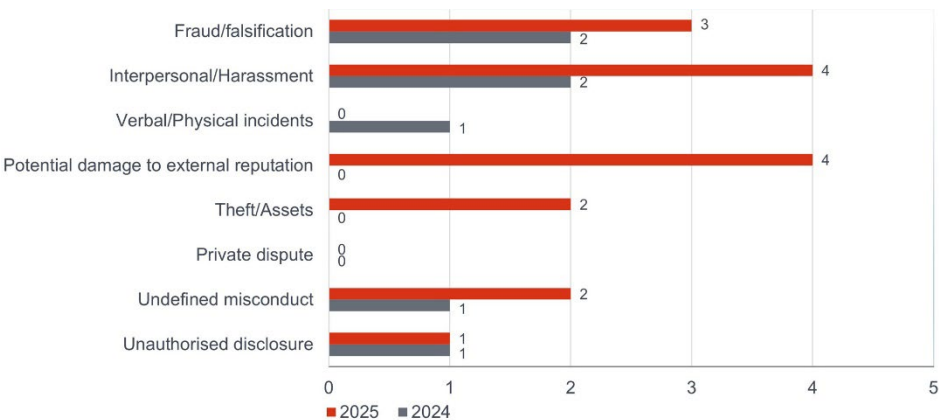
Source: EPO – Employment Law and Social Dialogue Advice

7.6 Ethics and compliance: ensuring integrity and accountability

7.6.1 Investigations

Staff members must report instances of potential misconduct to Directorate Ethics and Compliance (DEC). In 2025, DEC received 82 reports (compared to 55 in 2024). Of these, 16 reports of misconduct triggered an investigative process, compared to seven in 2024. The types of cases ranged from unauthorised disclosure to theft, interpersonal/harassment and other misconduct.

Graph 14 – Categories of allegations (2024/2025)



Source: EPO – Directorate Ethics and Compliance

8. Glossary

Active service

Active employment of staff not assigned to a different administrative status whilst performing tasks for the EPO and deriving full employment benefits on either a full-time or part-time basis.

Allowances/other benefits

Additional elements of remuneration beyond the basic salary, as follows:

Term	Legal basis	Description
Dependants' allowance	Articles 69 and 70 ServRegs	Payment aimed at providing support to employees for the upkeep of children or relatives.
Household allowance	Art. 68 ServRegs	Payment aimed at supporting employees who assume family responsibilities.
Childcare allowance	Art. 70a ServRegs	Payment aimed at providing support to employees whose children attend a childcare facility. Replaced on 1 September 2021 by the young child allowance.
Young child allowance	Art. 70a ServRegs	Payment aimed at providing support to employees with children under the age of four.
Education allowance	Art. 71 ServRegs	Payment aimed at providing support to employees whose children regularly attend an educational establishment on a full-time basis.
Budget of the ESM	Agreement between the EPO and the Board of Governors of the European Schools	Annual contribution of the EPO to the budget of the European School Munich.
Parental/family leave allowance	Articles 44a, and 44b ServRegs	Payment aimed at providing support to employees whose remuneration is reduced during parental or family leave.
Budget of the crèches	Circular No. 301	Subsidy for childcare facilities exclusively available to EPO staff.
Parenthood grant	Art. 85 ServRegs	One-off payment made to employees upon the birth of a child.
Overtime, shift, on-call allowance	Articles 57, 58 and 58a ServRegs	Additional remuneration as compensation for supplementary working hours, for a specific working schedule or for remaining on standby at the requirement of the EPO, outside the employee's normal working hours.

Term	Legal basis	Description
Rent allowance	Art. 74 ServRegs	Payment aimed at providing support to employees for renting a residence at the place of employment.
Installation allowance	Art. 73 ServRegs	Lump-sum payment aimed at covering costs incurred by employees upon taking up employment or transferring to another duty station.
Removal expenses	Art. 81 ServRegs	Lump-sum payment aimed at covering costs for moving an employee's household to/from their place of employment.
Language allowance	Art. 75 ServRegs	Payment made to employees in specific grades who are required in their function to use two or three of the official languages other than their mother tongue and whose language abilities have been acknowledged by the EPO.
Travel expenses	Art. 77 ServRegs	Compensation aimed at refunding employees holding a travel order for costs incurred for travelling to/from their place of employment.
Miscellaneous allowances		Amounts under specific budget articles, which include elements such as reserve status allowance, housing allowance, promotion compensation, loss-of-job indemnity, employer's contribution to national insurance scheme and temporary fixed allowance.
Expatriation allowance	Art. 72 ServRegs	Payment aimed at covering additional costs incurred by employees whilst working and residing outside the country of citizenship.
Functional allowance	Art. 12(2) ServRegs	Supplementary compensation to reward employees for additional duties or duties involving specific constraints.
Severance grant	Art. 11 PenRegs Art. 11 New PenRegs	Payment made upon cessation of employment prior to accruing pension entitlements, aimed at compensating former employees for participation in the EPO's pension scheme.
Young professional allowance	Art. 12a(1) Conditions of employment for young professionals at the European Patent Office	Payment aimed at providing support for additional costs of young professionals
Salary savings plan payment	Art. 65(3) ServRegs	Settlement made upon cessation of employment corresponding to the amount in the employee's salary savings plan account.
Dismissal compensation	Art. 13(5) ServRegs	Payment made to employees leaving the service who do not pass the probationary period.
Loss-of-job indemnity	Art. 53(5) ServRegs	Payment made at the end of a fixed-term contract, usually in addition to a severance grant and the salary savings plan settlement.

Amicale

Association organising social events and programmes for staff and their families, including sports and cultural activities.

Appointment

Appointment may be:

- by recruitment, transfer or promotion as a result of a general competition open to both employees of the EPO and external candidates
- by transfer at the same grade within the EPO, either on the initiative of the appointing authority or at the request of the employee concerned
- by transfer or promotion as a result of an internal competition open to all employees of the EPO.

Basic salary tables

Net salary tables are published following the decisions of the Administrative Council on the salary adjustment, usually taken in December.

Categories of social leave

Social leave includes maternity leave (Art. 61 ServRegs), special leave (Art. 59(3) ServRegs; Circular No. 22, Rules 6-9), adoption leave (Art. 61a ServRegs), unpaid leave (Art. 45 ServRegs), parental leave (Art. 45a ServRegs) and family leave (Art. 45b ServRegs).

Categories of special leave

Special leave includes leave granted for marriage of the employee, change of residence, serious illness of a spouse or child, death of a spouse, death or serious illness of a relative in the ascending line, death or serious illness of a child, hospitalisation of a child aged 12 or under, birth of a child, marriage of a child, death of wife during maternity leave (Art. 59(3) ServRegs).

It also includes the death of another immediate relative, death/serious illness of a parent-in-law or any other person related by blood or marriage, court appearances, voting in national elections, transfer to another place of employment, further training, EQE (Circular No. 22, Rules 6-9), Berlin special leave, special leave travel days and special leave pending.

Cigna

Third-party administrator of the EPO healthcare insurance scheme.

Cority

Occupational health software; a web-based application.

Cure

The aim of a cure is to improve a person's general health and their capacity to perform daily activities. There are two types of cure:

- Type A – cases of absolute medical necessity only (for staff members, their family members and pensioners)
- Type B – five-yearly cure (for staff members only)

Dependant

A person (usually a child of the employee) in respect of whom an employee qualifies for the payment of a dependants' allowance.

Duty travel

Mission undertaken by an employee at the request of their line manager to fulfil business needs (business mission) or attend training (training mission) outside of the place of employment. A combined mission is a mission that combines these two elements or that fulfils business needs relating to several units in the EPO.

Employee

An employee is a person appointed under and covered by the Service Regulations and/or other terms of employment on either a permanent or a temporary basis.

Employee Assistance Programme

The Employee Assistance Programme (EAP) provides staff and their immediate family members with confidential and direct access to professional support to help them resolve work and life issues. Services include general and psychological counselling, legal advice, financial guidance and much more. The multilingual EAP is available 24/7/365 and is free of charge to EPO staff and their dependants.

Examiner

Examiners are technically qualified staff responsible for search, substantive examination and opposition, the three main phases of the patent granting process.

FIPS

SAP system used by Finance, Procurement and HR (recruitment, personnel administration, time and leave, payroll and staff reporting) for finance and personnel information.

Fixed-term appointment

A fixed-term appointment is an appointment for a specified duration of up to five years. It may be extended by express mutual agreement.

Full-time equivalent (FTE)

A statistical factor of 1 for an employee who has been employed full-time in a given calendar year (e.g. 0.5 FTE for someone who is part-time working at 50%).

Full-time equivalent for sickness statistics (FTE^s)

An FTE^s represents an employee working for the whole of the reporting period, irrespective of whether they work part-time or full-time (in this respect, the definition differs from the usual FTE definition). The calculation of the FTE^s is based on working days. For example, if the reporting period is from 1 January to 31 December, an employee working for the whole period equals 1 FTE^s. An employee retiring on 1 July equals 0.5 FTE^s.

Full basic salary

Basic salary as per the net salary tables after internal tax, with no reduction due to absences leading to salary deductions or part-time work.

Initial medical examination

Examination conducted upon recruitment to determine whether a candidate meets the medical requirements of the post.

ISRP

Short for International Service for Remuneration and Pensions. The ISRP has been the EPO's pension services provider since 1 January 2013.

Job groups (Circular No. 365, Annex I ServRegs)

The term "job group" is used to cover jobs that require similar types of educational qualification, knowledge and expertise. Accordingly, each of the six job groups is associated with a specific range of grades.

Job profiles

Job profiles exist for all job groups and contain a generic description of the following job aspects:

- the tasks to be performed
- the educational qualifications
- the required competencies
- the area and job group to which the profile belongs

Depending on the job group and area of activity, all staff are assigned a generic job profile.

Leave types

Term	Legal basis	Description
Flexi hours	Art. 5(2) Guidelines on arrangements for working hours	Type of leave by which staff may accrue surplus working hours and take leave at their convenience.
Compensation hours	Art. 5(4) Guidelines on arrangements for working hours	Type of leave by which a quarter of an hour is credited to the employee per full day of presence.
Annual leave	Art. 59 ServRegs	Entitlement of 30 days of holiday for a full working year.
Home leave	Art. 60 ServRegs	Additional leave granted every two years to employees recruited before 1 April 2018 for maintaining links to their home country outside their place of employment.
Absences for health reasons	Articles 62, 62a, 62b and 62c ServRegs	Absence due to incapacity to perform duties for medical reasons. The system covers three phases: ▪ sick leave ▪ extended sick leave: starts when the cumulative sick leave reaches 125 days in 18 months ▪ incapacity: starts when the cumulative sick leave reaches 250 days in 36 months
Social leave	Arts. 44a, 44b, 59(3) and 61 ServRegs	Parental, family, special and maternity leave.
Unpaid leave	Art. 44 ServRegs	Leave benefit by which an employee ceases active employment for a certain period of time on personal grounds.

Length of service

Number of years an employee has been working at the EPO (without deductions for unpaid leave, secondment, part-time work, etc.).

Long-term care insurance

Risk covered by the EPO's social security schemes, aimed at offsetting some of the expenses incurred if an insured person's autonomy becomes seriously impaired on a long-term basis.

Management review (Art. 109 ServRegs)

A management review is a pre-litigation step aimed at amicably resolving disputes about individual decisions at an early stage.

Mass appeal

Internal appeal filed by several staff members against the same decision, often on the same grounds. Such appeals are counted as one appeal in the summaries concerning internal litigation prepared by the EPO.

Members of the Boards of Appeal

Appointed by the Administrative Council and responsible for the examination of appeals against decisions taken in the patent granting process.

Nationality

The nationality of an employee is the nationality given in their electronic personal files and FIPS. In cases of dual citizenship, it is the first nationality recorded in FIPS.

New pension scheme

The new pension scheme is applicable to staff recruited since 1 January 2009. Under the new scheme, the monthly pension is calculated on the basis of twice the reference basic salary at G1/4. The total contribution rate (EPO and staff) in 2025 amounted to 28.5% of the basic salary up to a ceiling of twice the salary for grade G1/4.

Contributions to the new pension scheme by the EPO and staff are apportioned 2/3 and 1/3 respectively.

Non-active status (Art. 42 ServRegs)

A permanent employee may be assigned to non-active status as follows:

- a. to fulfil obligations regarding military service or comparable service
- b. for parental leave
- c. for family leave
- d. on personal grounds

Unless otherwise expressly provided for in the Service Regulations, a permanent employee assigned to non-active status is not entitled to remuneration.

Off-scale (former A4(2))

Under the new career system, some staff graded under the former system in grade A4(2) at a salary level that exceeded the amount corresponding to G13 step 5 have been placed "off-scale", retaining their former basic salary.

Old pension scheme

Pension scheme applicable to staff recruited before 1 January 2009, under which a staff member with ten or more years of actual service is entitled to a retirement pension calculated on the basis of the final basic salary. In 2025, the total contribution rate (EPO and staff) for the old pension scheme amounted to 32.1% of the basic salary.

Ombuds Office

The Ombuds Office deals with the prevention and early resolution of workplace disputes and promotes informal and pre-litigation mechanisms.

Orphan's or dependant's pension (Chapter V PenRegs)

Pension paid under conditions laid down in the Pension Scheme Regulations (PenRegs) to children or other dependants of a deceased or widowed employee.

Other staff

Staff whose activities are not directly related to the granting of patents.

Patent procedure support staff

Formalities officers providing direct support in the patent granting process.

Permanent staff

Staff employed on a permanent basis.

Promotion

Promotion is access to a higher grade. It may take place following different procedures:

- normal promotion to a higher grade within the same job group
- promotion to a higher grade or job group following a selection procedure (in a higher job group)

In exceptional cases, it may follow reclassification of a post to another job group.

Remuneration

Basic salary and, where applicable, allowances.

Reserve status (Art. 46 ServRegs)

Reserve status refers to the position of staff who have become supernumerary by reason of a reduction in the number of posts, decided upon by the Administrative Council under the budgetary procedure, and who cannot be assigned to any other post corresponding to their grade within the EPO.

Retirement (Art. 54 ServRegs)

A permanent employee is retired:

- automatically on the last day of the month during which they reach the age of sixty-five
- automatically below the age of sixty-five if they fulfil the conditions for receiving a pension under Chapter III of the Pension Scheme Regulations or Chapter IIa of the New Pension Scheme Regulations (retirement for health reasons)
- at their own request under the conditions stipulated in the Pension Scheme Regulations.

Staff must inform the EPO in writing of the date of commencement of their retirement and their annual leave plans at least six months prior to the requested starting date of retirement.

RFPSS

Reserve Funds for Pensions and Social Security.

Salary adjustment procedure

Salaries and allowances are adjusted each year, in accordance with a method that follows the increase in salaries in the central government of EPO member states and takes into account purchasing power parities for the different places of employment. Since 2020, the adjustment takes effect on 1 January of the following year.

Salary savings plan

The salary savings plan is complementary to the new pension scheme applicable to staff recruited since 1 January 2009. The monthly contribution is invested in accordance with a defined investment strategy. On termination of service, employees receive a lump sum that corresponds to savings accrued through long-term investment. The total compulsory contribution to the plan (EPO and staff) in 2025 amounted to 3.6% of the employee's basic salary, up to a ceiling of twice the salary for grade G1/4 and 32.1% of the part of basic salary exceeding that ceiling. Contributions to the salary savings plan by the EPO and staff are apportioned 2/3 and 1/3 respectively.

Secondment (Art. 45 ServRegs)

The appointing authority may second a permanent employee temporarily, with their agreement, to a private or public body. Secondment is governed by the following rules:

- The secondment decision is taken by the appointing authority with the agreement of the permanent employee concerned.
- The duration of secondment is determined by the appointing authority and may normally not exceed two years.
- At the end of every six months, the permanent employee concerned may request that their secondment be terminated.
- Permanent employees on secondment retain their grade and step.
- When their secondment ends, they are immediately reinstated in a post corresponding to their grade, even if this entails an increase in the staff complement.

ServRegs

Service Regulations for permanent and other employees of the European Patent Office.

Single spine

Linear grading structure with 17 grades (each usually comprising five steps). Six different job groups are scaled along this salary grid.

Sites

The European Patent Office has the following sites: Munich, The Hague, Berlin, Vienna and Brussels.

Social security scheme

The social security schemes of the EPO include healthcare insurance, death insurance, incapacity and long-term care insurance.

Statutory bodies

Term	Legal basis	Description
General Consultative Committee (GCC)	Articles 2(1)(b) and 38 ServRegs	Joint committee consulted with regard to amendments to the Service Regulations or the Pension Scheme Regulations and to the implementation of proposals regarding the conditions of employment. It can also be consulted on: - any question of a general nature submitted to it by the President of the Office; - any question that the Staff Committee has asked to have examined in accordance with the provisions of Art. 36 ServRegs and that is submitted to it by the President of the Office.
Central Occupational Health, Safety and Ergonomics Committee (COHSEC)	Articles 2(1)(e) and 38a ServRegs	Joint committee responsible for formulating, on its own initiative and on an unrestricted basis, proposals on all aspects of occupational health, safety and ergonomics affecting staff at more than one place of employment, as well as for giving a reasoned opinion on all measures and reports relating to occupational health, safety and ergonomics on all premises of the EPO.
Local Occupational Health, Safety and Ergonomics Committee (LOHSEC)	Articles 2(1)(e) and 38a ServRegs	Joint committee of a specific place of employment responsible for formulating, on its own initiative and on an unrestricted basis, proposals on all aspects of occupational health, safety and ergonomics affecting staff at the place of employment concerned, as well as for giving a reasoned opinion on all measures and reports relating to occupational health, safety and ergonomics on the premises of the place of employment concerned.
Disciplinary Committee	Articles 2(1)(c) and 98 ServRegs	Joint committee responsible for giving the President a reasoned opinion on disciplinary measures appropriate to the misconduct of a staff member.
Appeals Committee	Articles 2(1)(d) and 111 ServRegs	Joint committee responsible for giving the President a reasoned opinion on internal appeals filed by staff against adverse decisions or acts of the EPO.
Home Loans Committee	Regulations for the grant of home loans	Joint committee advising the President on grants for home loans to staff.
Appraisals Committee	Art. 110a ServRegs	Joint committee responsible for reviewing whether an appraisal report was arbitrary or discriminatory.
Joint Committee on Articles 52 and 53	Articles 2(1)(g), 52, 53, 53a and 53b ServRegs	Joint committee responsible for giving the President a reasoned opinion on measures appropriate to the professional incompetence of a staff member.

SuccessFactors

SuccessFactors is an SAP tool that comprises a suite of modules offering an integrated solution for recruitment, talent management and other HR processes.

Survivor's pension

Pension paid under the conditions laid down in the Pension Scheme Regulations to the surviving spouse of an EPO employee or pensioner.

Withdrawal of appeal

Retraction of the entire appeal by the appellant before the final decision is taken.

Working day

Day on which the EPO is open for business at a specific place of employment.

Young professional

Special category of EPO employees which applies to university graduates appointed to the Pan-European Seal Young Professionals Programme. This category of employees was introduced in 2022 with the aim to provide high-achieving university graduates with an opportunity to gain their first postgraduate work experience in the international, diverse and inclusive environment of the European Patent Office.

9. Basic salary tables in EUR from 1 January 2025

Germany

Basic salary tables in EUR from 1 January 2025

Currency: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Increment
17	20 449.47	20 776.05	21 102.63			326.58
16	19 090.11	19 434.40	19 778.69	20 122.98		344.29
15	17 706.94	18 053.28	18 399.62	18 745.96		346.34
14	16 321.78	16 668.09	17 014.40	17 360.71		346.31
13	14 607.50	14 949.49	15 291.48	15 633.47	15 975.46	341.99
12	12 956.76	13 284.02	13 611.28	13 938.54	14 265.80	327.26
11	11 396.29	11 704.59	12 012.89	12 321.19	12 629.49	308.30
10	9 901.73	10 198.31	10 494.89	10 791.47	11 088.05	296.58
9	8 824.78	9 019.93	9 215.08	9 410.23	9 605.38	195.15
8	7 849.23	8 044.33	8 239.43	8 434.53	8 629.63	195.10
7	6 991.90	7 157.45	7 323.00	7 488.55	7 654.10	165.55
6	6 358.10	6 475.18	6 592.26	6 709.34	6 826.42	117.08
5	5 772.75	5 889.83	6 006.91	6 123.99	6 241.07	117.08
4	5 204.65	5 317.38	5 430.11	5 542.84	5 655.57	112.73
3	4 641.06	4 753.79	4 866.52	4 979.25	5 091.98	112.73
2	4 082.48	4 193.94	4 305.40	4 416.86	4 528.32	111.46
1	3 655.81	3 734.61	3 813.41	3 892.21	3 971.01	78.80

The Netherlands

Basic salary tables in EUR from 1 January 2025

Currency: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	20 243.22	20 566.51	20 889.80			323.29
16	18 897.55	19 238.35	19 579.15	19 919.95		340.80
15	17 528.33	17 871.18	18 214.03	18 556.88		342.85
14	16 157.16	16 499.98	16 842.80	17 185.62		342.82
13	14 460.15	14 798.69	15 137.23	15 475.77	15 814.31	338.54
12	12 826.07	13 150.04	13 474.01	13 797.98	14 121.95	323.97
11	11 281.34	11 586.52	11 891.70	12 196.88	12 502.06	305.18
10	9 801.84	10 095.42	10 389.00	10 682.58	10 976.16	293.58
9	8 735.77	8 928.94	9 122.11	9 315.28	9 508.45	193.17
8	7 770.07	7 963.21	8 156.35	8 349.49	8 542.63	193.14
7	6 921.37	7 085.24	7 249.11	7 412.98	7 576.85	163.87
6	6 293.97	6 409.86	6 525.75	6 641.64	6 757.53	115.89
5	5 714.50	5 830.39	5 946.28	6 062.17	6 178.06	115.89
4	5 152.15	5 263.75	5 375.35	5 486.95	5 598.55	111.60
3	4 594.25	4 705.85	4 817.45	4 929.05	5 040.65	111.60
2	4 041.30	4 151.62	4 261.94	4 372.26	4 482.58	110.32
1	3 618.94	3 696.94	3 774.94	3 852.94	3 930.94	78.00

Austria

Basic salary tables in EUR from 1 January 2025

Currency: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	19 426.13	19 736.37	20 046.61			310.24
16	18 134.80	18 461.86	18 788.92	19 115.98		327.06
15	16 820.83	17 149.83	17 478.83	17 807.83		329.00
14	15 504.99	15 833.97	16 162.95	16 491.93		328.98
13	13 876.48	14 201.35	14 526.22	14 851.09	15 175.96	324.87
12	12 308.37	12 619.26	12 930.15	13 241.04	13 551.93	310.89
11	10 825.99	11 118.87	11 411.75	11 704.63	11 997.51	292.88
10	9 406.22	9 687.94	9 969.66	10 251.38	10 533.10	281.72
9	8 383.17	8 568.56	8 753.95	8 939.34	9 124.73	185.39
8	7 456.44	7 641.80	7 827.16	8 012.52	8 197.88	185.36
7	6 642.01	6 799.27	6 956.53	7 113.79	7 271.05	157.26
6	6 039.91	6 151.12	6 262.33	6 373.54	6 484.75	111.21
5	5 483.86	5 595.07	5 706.28	5 817.49	5 928.70	111.21
4	4 944.20	5 051.30	5 158.40	5 265.50	5 372.60	107.10
3	4 408.80	4 515.90	4 623.00	4 730.10	4 837.20	107.10
2	3 878.18	3 984.06	4 089.94	4 195.82	4 301.70	105.88
1	3 472.89	3 547.75	3 622.61	3 697.47	3 772.33	74.86

Belgium

Basic salary tables in EUR from 1 January 2025

Currency: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	increment
17	18 053.40	18 341.71	18 630.02			288.31
16	16 853.32	17 157.26	17 461.20	17 765.14		303.94
15	15 632.19	15 937.95	16 243.71	16 549.47		305.76
14	14 409.33	14 715.07	15 020.81	15 326.55		305.74
13	12 895.91	13 197.84	13 499.77	13 801.70	14 103.63	301.93
12	11 438.60	11 727.51	12 016.42	12 305.33	12 594.24	288.91
11	10 060.98	10 333.15	10 605.32	10 877.49	11 149.66	272.17
10	8 741.53	9 003.35	9 265.17	9 526.99	9 788.81	261.82
9	7 790.78	7 963.06	8 135.34	8 307.62	8 479.90	172.28
8	6 929.53	7 101.79	7 274.05	7 446.31	7 618.57	172.26
7	6 172.64	6 318.80	6 464.96	6 611.12	6 757.28	146.16
6	5 613.10	5 716.45	5 819.80	5 923.15	6 026.50	103.35
5	5 096.34	5 199.69	5 303.04	5 406.39	5 509.74	103.35
4	4 594.82	4 694.36	4 793.90	4 893.44	4 992.98	99.54
3	4 097.26	4 196.80	4 296.34	4 395.88	4 495.42	99.54
2	3 604.13	3 702.52	3 800.91	3 899.30	3 997.69	98.39
1	3 227.47	3 297.03	3 366.59	3 436.15	3 505.71	69.56