



PRESS RELEASE

Analysis in Germany confirms PUMA has closed gender pay gap between women and men

Herzogenaurach, Germany, March 1, 2023 - Sports company PUMA has closed the adjusted pay gap between women and men among its employees in Germany, according to an independently certified gender pay gap analysis.

FPI Fair Pay Innovation Lab, which certified the results, made PUMA the second company in Germany to receive title “Universal Fair Pay Developer”, which is only given to companies that can show an adjusted gender pay gap of between +1 and -1%.

“It is one of our strategic priorities to ensure that we pay a fair compensation without discrimination,” said Dietmar Knoess, Global Director People & Organization at PUMA. “We are very proud that our efforts to offer our employees a gender-neutral remuneration policy has been recognized by FPI Fair Pay Innovation Lab.”

The adjusted pay gap takes into account pay differences that can be explained on the basis of managerial responsibility, age, job role, employment status, evaluation and partial retirement.

To create an equal remuneration policy, PUMA evaluates every position in a gender-neutral way and only focuses on the characteristics of the job and not on those of individual employees. This also allows for a standardized and transparent process for wage increases.

Employees who are absent, for example because of maternal leave or sabbaticals, also take part in this process, which helps avoid pay gaps.

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PUMA

PUMA is one of the world's leading sports brands, designing, developing, selling and marketing footwear, apparel and accessories. For 75 years, PUMA has relentlessly pushed sport and culture forward by creating fast products for the world's fastest athletes. PUMA offers performance and sport-inspired lifestyle products in categories such as Football, Running and Training, Basketball, Golf, and Motorsports. It collaborates with renowned designers and brands to bring sport influences into street culture and fashion. The PUMA Group owns the brands PUMA, Cobra Golf and stichd. The company distributes its products in more than 120 countries, employs about 18,000 people worldwide, and is headquartered in Herzogenaurach/Germany.