

# Gender Pay Gap Report

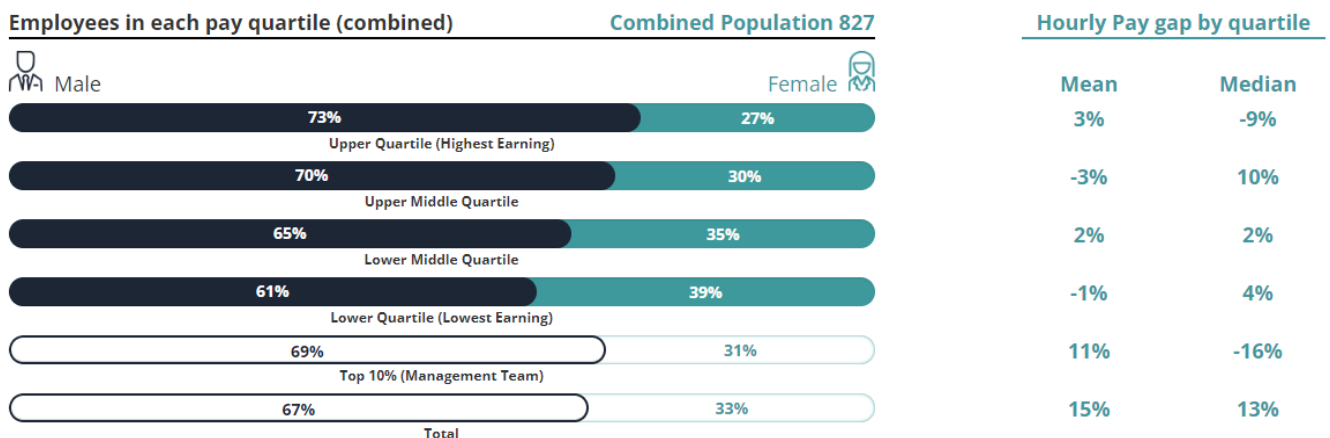
## Exactpro Group

March 2022

Exactpro specializes in software testing and related development for complex distributed traditional and AI-based transaction processing systems with a focus on financial market infrastructures. At Exactpro, we believe in meritocracy and equal opportunity for all our employees. We have been able to attract and retain a superb technical team of talented engineers. Exactpro staff are technically advanced, responsible, proactive, thorough, flexible and responsive to clients' requests and needs. Clients worldwide, including half of the top 20 exchange groups, trust us due to our reliability and track record.

To help our clients and partners understand our business and values better, Exactpro has voluntarily published its gender pay gap figures. We treat everyone in our team as individuals and not as members of any identity group. We recognize that different people have different interests and priorities. The best software testing instrument is the human brain, and our business benefits from a wide diversity of thought and opinions.

At Exactpro, we do our best to treat everyone fairly. We stay focused on providing the necessary growth opportunities for our staff. Two-thirds of our management team started with Exactpro on entry-level positions. We are very happy that our managers are able to help us drive the company forward after their parental leave.



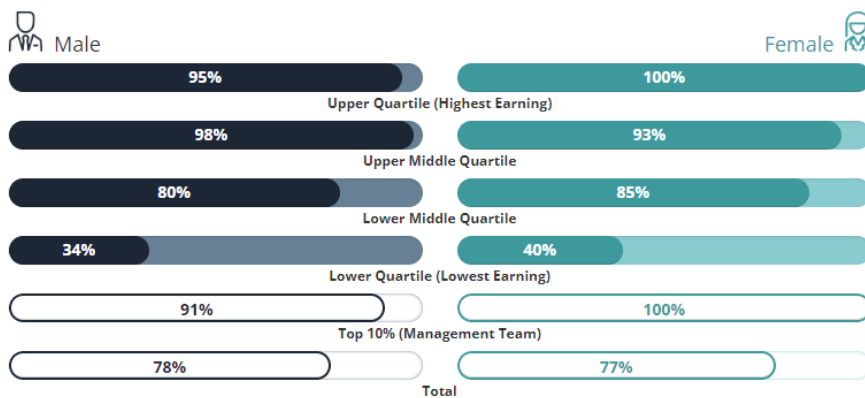
Approximately 34% of Exactpro employees are women. This reflects the situation with technology talent available on the market. The observed gender pay gaps are related to the employees' distribution across positions and roles. Exactpro is strictly compliant with the legal requirement to pay men and women the same for equal work. The Exactpro management has no immediate plans to

redress the situation. We recognize that it is not possible to achieve equality of outcome without quotas and other discriminatory measures.

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from the smallest to the largest. The median gender pay gap is calculated based on the difference between the middle employee in the range of male wages and the middle employee in the range of female wages.

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between the mean male pay and the mean female pay.

**Bonus Paid**



**Bonus gap by quartile**

	Mean	Median
Upper Quartile (Highest Earning)	-28%	-41%
Upper Middle Quartile	-2%	-6%
Lower Middle Quartile	-25%	-33%
Lower Quartile (Lowest Earning)	-22%	0%
Top 10% (Management Team)	-11%	-10%
Total	-2%	-25%

The presented figures exclude the company’s co-CEOs and ultimate beneficiaries – two males and two females. Nine specialists on parental leave for the whole year were excluded as well. Sixteen specialists who spent on average six months on maternity leave during the year, but worked for the rest of the period are included. The figures are based on 2021 annual data and represent aggregated annual figures instead of a monthly snapshot.

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