

OUR DIVERSITY & EQUALITY STATEMENT

Since our incorporation in 2009, Exactpro has expanded its reach to over **20 countries** on **6 continents**, and we continue to grow globally.

The company now employs over **750 specialists of different ages, genders and nationalities.**



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.

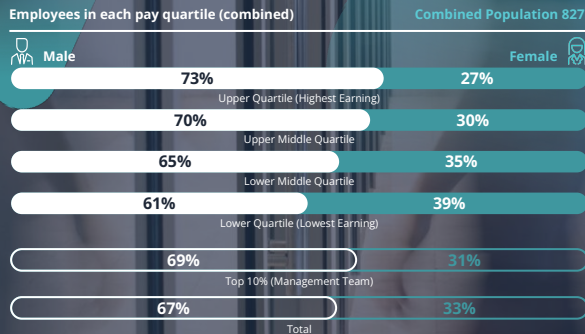
One of the undeniable advantages of the software testing industry is that the best tool one can leverage is the human brain. Our business only benefits from a wide diversity of thoughts and opinions.

Throughout the years, we have been building a thriving and inclusive workplace that attracts and motivates all kinds of diverse talent and opens opportunities for people as individuals, and not as members of any identity group.

Approximately 36% of Exactpro employees are women. This reflects the situation with technology talent available on the market. Exactpro is strictly compliant with the legal requirement to pay men and women the same amount for equal work. The Exactpro management has no immediate plans to redress the situation. We recognise that it is not possible to achieve equality of outcome without quotas and other discriminatory measures.

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 and clearing houses, trust us due to our reliability and track record. To help our clients and partners understand our business and values better, Exactpro has been voluntarily publishing its gender pay gap figures.

Gender Pay Gap Report 2021

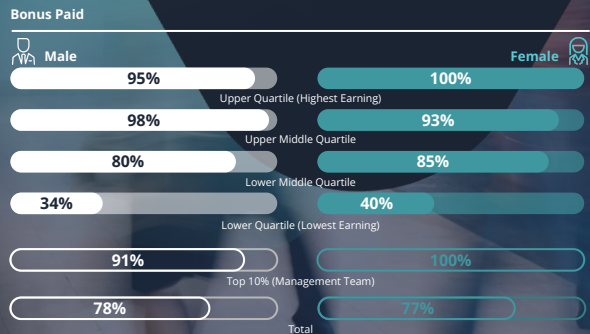


Hourly Pay Gap by Quartile

Mean	Median
3%	-9%
-3%	0%
2%	2%
-1%	-16%
11%	-16%
15%	13%

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.



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Bonus Gap Quartile

Mean	Median
-28%	-41%
-2%	-6%
-25%	-33%
-22%	0%
-11%	-10%
-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 the 2021 annual data and represent aggregated annual figures, instead of a monthly snapshot.

For additional information, please contact info@exactpro.com.

EXACTPRO WOMEN IN TECH

Exactpro was proud to announce the appointment of Natia Sirbiladze as CEO of its Tbilisi, Georgia branch – Exactpro Systems Georgia in 2018. It is now our largest software delivery location.

For the last several years, Natia has been successfully promoting the importance of professional excellence in Georgia, building and nurturing a local QA community, establishing links with universities and actively showing support for IT students from across the country. Natia founded GeoSTQB – a Georgian representation of the International Software Testing Qualifications Board (ISTQB) – that she spearheads.

Educate 500 Women in Information and Communications Technology (ICT) is the most recent local initiative we joined. It is being held in partnership with UN Women, Tbilisi's Business and Technology University, the Government of Norway and the support of IT businesses in Georgia.

Exactpro will be offering 75 women internship opportunities in 2022-2023. The internships are likely to result in the participants becoming members of the Exactpro team. For us, it is another chance to influence and promote inclusive workplace practices in the industry.

OUR FEMALE LEADERS' AWARDS

We are delighted about the recent awards that recognised female Exactpro team members as leaders in prestigious categories.

Natia Sirbiladze

CEO, Exactpro Georgia
President and co-founder, GeoSTQB

Natia Sirbiladze has been shortlisted in the 2022 **Grace Hopper Award Program** as a Supporter Award finalist, with the winner of the award to be announced this June.

MARKETS CHOICE AWARDS
EUROPEAN
WOMEN
FINANCE



Alyona Bulda

Head of the Global Exchanges Division, Exactpro

Alyona Bulda received the Rising Star award in the inaugural European Women in Finance Awards 2020.



Elena Rusakova

HR Director, Exactpro

Elena Rusakova has been granted the 'Women in Technology and Data' Award from WatersTechnology, the premier global financial technology news and analysis provider, in the spring of 2021.

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