



General Pay Gap Ratio

In terms of remuneration, the Company applies market principles, i.e. it makes the level of employees' remuneration dependent, in particular, on their knowledge, professional experience and substantive contribution to the development of the Company.

The organization conducts a periodic analysis of the development of men's and women's remunerations in each Department. If discrepancies are detected, the Department Director is consulted and corrective measures are taken if necessary.

Below is presented information on the Gender Pay Gap Ratios (GPGR) for XTB Headquarters. The Company presents the ratios for XTB Headquarters bearing in mind the greatest diversity of positions at XTB Headquarters compared to other organizational units, i.e. foreign branches and subsidiaries, which are dominated by people employed in sales positions.

The GPGR is calculated as a percentage as the absolute value of the difference of the quotient of the average monthly remuneration of women divided by the average monthly remuneration of men and the number 1. The ratios are presented taking into account base remuneration and base remuneration plus additional benefits, respectively.

XTB Headquarters		2022	2021
GPGR (based on base remuneration)	Employees in managerial positions	19%	12%
	Employees in director positions	1%	1%
	Employees in positions other than the above	14%	19%
GPGR (base remuneration plus additional cash benefits, awards, etc.)	Employees in managerial positions	10%	15%
	Employees in director positions	14%	6%
	Employees in positions other than the above	19%	12%

The Company explains that approx. 37% of the people employed at XTB Headquarters are IT employees (in particular, programmers) for whom the amount of remuneration as well as the dominant share of the male gender in this category results in a wage gap in the level of wages between men and women. High remunerations in this professional group are related to wage pressure in the labour market and the need to attract and retain high-class specialists in this area. However, this relationship is typical of the IT industry and does not apply only to XTB.

With the above in mind, the aforementioned ratios are presented excluding IT employees.

XTB Headquarters excluding IT Department		2022	2021
GPGR (based on base remuneration))	Employees in managerial positions	10%	0%
	Employees in director positions	0%	0%
	Employees in positions other than the above	0%	8%
GPGR (base remuneration plus additional cash benefits, awards, etc.)	Employees in managerial positions	9%	8%
	Employees in director positions	0%	7%
	Employees in managerial positions	9%	6%

The difference in the size of the ratio based on base remuneration compared to base remuneration plus additional benefits is mainly related to the higher share of male employees in the Trading Department and Sales Department in which additional benefits (i.e., bonuses and incentives in particular) are higher than the corresponding benefits in administrative positions.

The ratio of the Company's lowest emoluments (on a full-time basis) to the average remuneration of members of the Management Board was approximately 0.07 in 2022.