

Gender Pay Gap Ratio

In the scope of remuneration, the Company applies market rules, i.e. it makes the value of remuneration of Employees conditional upon, in particular, possessed knowledge, professional experience and substantive contribution to the Company's development.

The organisation carries out periodical analysis of the remuneration of men and women in all Departments. If any discrepancies are detected, the head of the given organisational unit is consulted and remedial actions are taken if needed.

Information regarding the Gender Pay Gap Ratio (GPGR) for XTB Headquarters is presented below. The Company presents the ratios for XTB Headquarters considering the highest diversity of positions in XTB Headquarters in comparison to other foreign branches and subsidiaries where employees on sale positions are predominant.

GPGR is expressed as a percentage calculated as the absolute value of difference of the product of average monthly pay of women divided by the average monthly pay of men and number 1. The ratios are presented taking into consideration the base salary as well as base salary plus extra benefits.

XTB S.A. Headquarters		2023	2022
GPGR (based on base salary)	Employees on managerial positions	8%	19%
	Employees on executive positions	14%	1%
	Employees on positions other than above	27%	14%
GPGR (base salary plus extra monetary benefits, awards, etc.)	Employees on managerial positions	12%	10%
	Employees on executive positions	22%	14%
	Employees on positions other than above	25%	19%

Gender Pay Gap Ratio for XTB S.A. Headquarters for 2023 and for the same period of the previous year [%].

The Company explains that ca. 46% of Employees of XTB Headquarters are IT Department Employees (especially software developers) whose remuneration value and predominant share of men in this category result in a gender pay gap. The high remuneration of this professional group is related to the pay pressure on the labour market and need to acquire and retain high class specialists in this area. This dependency is, however, typical for the IT industry and does not apply only to XTB.

Gender Pay Gap Ratio for XTB S.A. Headquarters, excluding the IT Department, for 2023 and for the same period of the previous year [%].

XTB Headquarters (excluding IT Department)		2023	2022
GPGR (based on base salary)	Employees on managerial positions	3%	10%
	Employees on executive positions	5%	0%
	Employees on positions other than above	1%	0%
GPGR (base salary plus extra monetary benefits, awards, etc.)	Employees on managerial positions	9%	9%
	Employees on executive positions	14%	0%
	Employees on positions other than above	2%	9%

The difference between the rate based on base salary and the rate based on based salary plus extra benefits is related mainly with higher share of men employed in the Trading Department and Sale Department where additional benefits (i.e. including but not limited to bonuses and premiums) are higher than analogous benefits on administrative positions.

The relation of the lowest remuneration in the Company (based on conversion into full-time equivalents) to the average remuneration of the members of the Management Board in years 2023 was ca. 0.08.