



NETNAMES GENDER PAY GAP REPORT

Background on the gender pay gap report

In an effort to promote equality in the workforce and improve corporate transparency, the UK requires mandatory gender gap reporting for both public and private companies. What the government requires companies to post for gender pay gaps is based on averages taken across the whole organisation. It does not, however, take into account factors like role in the company or indicate any type of disparity in pay within the same job. As of 5 April, 2017, UK companies with more than 250 employees are required to report publicly on their gender pay gap, including hourly rates, pay quartiles, and bonus pay.

Pay and bonus gap data and explanation of results hourly rate

The results below show that NetNames does a better job of promoting gender equality than the national average.

Women's hourly rate is:

NetNames: 13.0% Lower (median)

National Average: 18.4% Lower (median)

NetNames is headed in the right direction as an organisation. Our gender pay gap (using the median figure) is 13.0%, while data released by the Office for National Statistics shows that the national gender pay gap for all employees is 18.4%*. Our gender pay gap using the mean is 23%. The major cause of the differences in pay between men and women at NetNames is due to a smaller proportion

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of women in senior leadership roles. Within common job classifications, the pay gap is virtually non-existent.

Pay quartiles

Eighty-one percent of our employees are in the same pay quartile, while the proportion of men versus women in this group only varies by 2%.

This section indicates how many men and women are in each quarter of the employer's payroll.

Note: The top two quartiles represent only 3% of our workforce. The bottom quartile represents 81% of the workforce and is balanced at 51% men and 49% women.

Bonus pay

Our philosophy is to pay employees based on performance.

Women's bonus pay is: 2.6% Lower (median)

At NetNames, all non-commission-based men and women are eligible for a performance-based bonus. We do not take factors such as gender into consideration when making hiring or pay decisions and are committed to equality and transparency.

As of 6 April 2017, 59.1% of men and 41.5% of women receive a bonus. On average, women's bonus pay was 61.6% lower when calculated using the mean, but the disparity drops to 2.6% lower when calculated using the median.

Closing comments

NetNames is committed to attracting, developing, and retaining talented people whose personal values align with ours. We empower our employees to bring the right solutions to market to meet



customer demand. We strive to be great at everything we do, every day. We are passionate about our customers and the services we provide, and as a result, our customers trust us with their business needs. Our talented team of professionals is agile, hardworking, intelligent, and dedicated to our incredible entrepreneurial culture. We will continue with impartial hiring, pay practices, and encourage leadership and upward mobility for all employees.

A handwritten signature in black ink, appearing to read "Jim Stoltzfus".

JIM STOLTZFUS

EXECUTIVE VICE PRESIDENT