

Public report for the  
Year 2022  
Name of workplace:  
Buligo Capital Ltd.  
Date of issue of the  
report: 1.6.2023  
Branch of activity: Real  
estate investment  
management  
The data is correct as of  
31.12.2022  
The data segmentation  
in the workplace is  
done according to  
occupations. the  
segmentation includes  
5 Groups:

| Average<br>Transactional<br>Transparency | Average Monthly Wage Gap<br>between full-time<br>employees and employees at Buligo (%) |                               |                               | Average Monthly Wage Gap<br>between part time male<br>and female employees (%) |                               |                               | Average Monthly Wage Gap<br>between all male<br>and female employees (%) |                               |                               | Group<br>Categorization |
|--|--|-------------------------------|-------------------------------|--|-------------------------------|-------------------------------|--|-------------------------------|-------------------------------|-------------------------|
|  | Gross<br>Salary<br>+Employer<br>Contributions  | Gross<br>Salary               | Severence Pay                 | Gross<br>Salary<br>+Employer<br>Contributions                                  | Gross<br>Salary               | Severance<br>Pay              | Gross<br>Salary<br>+Employer<br>Contributions                            | Gross<br>Salary               | Severance<br>Pay              |                         |
| 100%                                     | -46.89%  | -48.34%                       | -30.54%                       | N/A  | N/A                           | N/A                           | -46.89%  | -48.34%                       | -30.54%                       | A                       |
| 100%                                     | -18.05%  | -15.93%                       | -15.93%                       | N/A  | N/A                           | N/A                           | -18.05%  | -15.93%                       | -15.93%                       | B - See note*           |
| 100%                                     | -25.76%  | -26.63%                       | -26.63%                       | N/A  | N/A                           | N/A                           | -25.76%  | -26.63%                       | -26.63%                       | C - See note*           |
| 100%                                     | N/A, only male<br>employees  | N/A, only male<br>employees   | N/A, only male<br>employees   | N/A, only male<br>employees  | N/A, only male<br>employees   | N/A, only male<br>employees   | N/A, only male<br>employees  | N/A, only male<br>employees   | N/A, only male<br>employees   | D                       |
| 68%                                      | N/A, only female<br>employees  | N/A, only female<br>employees | N/A, only female<br>employees | N/A, only female<br>employees  | N/A, only female<br>employees | N/A, only female<br>employees | N/A, only female<br>employees  | N/A, only female<br>employees | N/A, only female<br>employees | E                       |

The percentage of employees whose salary is lower than the average salary per month for a full-time position in the workplace, according to the segmentation groups, with reference to gender:

- A Male - N/A
- Female - 25%
- B Male - 28.6%
- Female - 14.29%
- C Male - 33%
- Female - 33%
- D Male - 50%
- Female - N/A
- E Male - N/A
- Female - 66%

The percentage of employees who are paid a supplement to the minimum wage due to an agreement or arrangement, according to the selected segmentation, with reference to gender:

- A Male - N/A
- Female - N/A
- B Male - N/A
- Female - N/A
- C Male - N/A
- Female - N/A
- D Male - N/A
- Female - N/A
- E Male - N/A
- Female - N/A

(\*)The differences in wages between male and female workers are mainly due to the seniority and seniority of the workers included in the group.