



Tyler Jaquish
Title: Senior Software Engineer
Department: Engineering
Office Location: Washington

Dear Tyler,

One of StepStone's top strategic priorities is establishing our organization as an ideal place to work. To that end, providing industry-competitive and progressive compensation and benefits packages are a priority. Employment benefits contribute significantly to StepStone's annual total rewards and our well-being as employees.

We are pleased to provide a new personalized total rewards statement for 2020. This statement provides a detailed summary of your cash compensation, other incentives and perquisites, your personal benefits elections and StepStone's contributions to such benefits, which is important in understanding your total annual rewards package.

Should you have any questions regarding your benefits or the statement's contents, please contact Human Resources at HR@stepstoneglobal.com.

Sincerely,

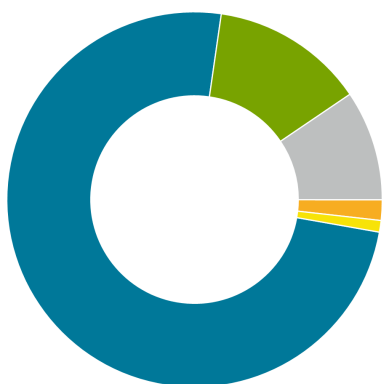
StepStone Partners

2020 Total Rewards Statement for Tyler Jaquish

This total rewards statement is based on annualized data as of December 1 2020, unless otherwise noted. Actual amounts may differ. The effect of taxation is not indicated or reflected in the statement. This statement is not a contract between you and StepStone. All amounts are shown in USD, using exchange rates as of December 2020.

	Company Contribution
Base Salary and Variable Compensation	
Base Salary	110,000
2020 Annual Bonus - to be paid in February 2021	30,000
Total Base Salary and Variable Compensation	\$140,000
Equity Awards and Distributions	
LTIP - Founders' Grant RSU holdings value at Dec 31 2020 [†]	24,875
Total Equity Awards and Distributions	\$24,875
Health & Wellness Benefits	
Health Insurance	13,391
Health Savings Account	4,000
Life & Disability	475
Total Health & Wellness Benefits	\$17,866
Retirement Benefits	
401(k) Employer Safe Harbor Contribution	3,300
<i>Projected for 2020; contributed in 2021</i>	
Total Retirement Benefits	\$3,300
Additional Benefits & Expense Reimbursements[†]	
Remote Work Setup Expense Reimbursement	449
Parking	960
Total Additional Benefits & Expense Reimbursements	\$1,409
TOTAL REWARDS	\$187,450

This chart illustrates the components of your total rewards package.



In addition to the benefits listed on this statement, StepStone contributes to mandatory government benefits when applicable, including workers' compensation and unemployment.

- **Base Salary and Variable Compensation:** 74.69%
- **Equity Awards and Distributions:** 13.27%
- **Health & Wellness Benefits:** 9.53%
- **Retirement Benefits:** 1.76%
- **Additional Benefits & Expense Reimbursements:** 0.75%

All amounts are presented in the currency in which your cash compensation is paid, and any amounts converted from USD are calculated using exchange rates as of December 31 2020. All amounts will be paid less deductions and withholdings required by applicable law. Any benefits and compensation components (including bonuses, equity awards, health & welfare benefits, retirement benefits, and additional benefits) listed in this statement are subject to the terms of the applicable plans or programs and your individual agreements, which may provide additional conditions to earning and payment. Any payments under such plans, including the method of calculating such payments, do not create any contractual or other acquired right to participate in similar plans or programs, receive any similar payments (or benefits in lieu) or have your payments calculated in a certain way in the future. Equity awards granted under the 2020 Long-Term Incentive Plan are granted by StepStone Group Inc. and not your local employer if you are based outside the US (except in the case of awards granted under the Subplan applicable to employees of Swiss Capital) and are not part of your local compensation or employment contract. StepStone or your local employer, as applicable, reserves the right to amend or terminate the applicable plans and programs and the various compensation package components listed in this total rewards statement for 2020 to the full extent permissible under applicable law. At this time, other terms and conditions of your current employment, which are not addressed herein will not change, and will remain "as is" unless your relevant StepStone employer separately notifies you. For employees based in the US, nothing herein is intended to change the "at-will" nature of the employment relationship. This statement is not a contract between you and StepStone or your local employer.

(†) Value is calculated using the December 31 2020 closing price of STEP Class A Common Stock of USD \$39.80/share; presumes all RSUs are vested. The future value of the underlying shares of common stock is unknown, indeterminable and cannot be predicted with certainty and the actual value of the shares at vesting may be lower than the amount shown in this statement.

(‡) Based on expenses and reimbursements submitted from January 1 2020 through December 18 2020. Questions regarding itemized details should be submitted to: HR@stepstoneglobal.com.