

Equal Pay for Male and Female Workers

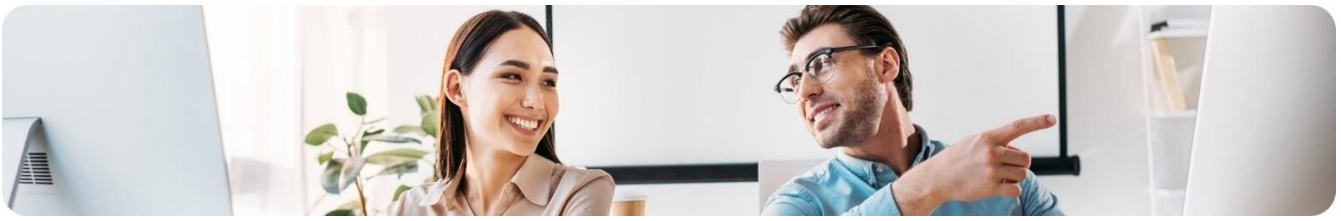
Public Report for 2023

The Tel-Aviv Stock Exchange

Report issue date: 1/6/2024 **Sector:** Finance

On 1/6/2022, Amendment No. 6 to the Male and Female Workers Equal Pay Law, 1996 took effect, requiring employers (that meet the defined criteria) to publish an annual pay report presenting wage data by gender.

The law is designed to promote equality and prevent gender-based discrimination in wages and other work-related compensation.



For the purposes of the report, employees were grouped based on their rank at TASE. As a matter of policy, TASE does not make gender distinctions. The breakdown comprises 12 groups.

Breakdown groups	Rate of pay gap in average monthly wages between all female employees and male employees of the employer **	Rate of pay gap in average monthly wages between all female employees and male employees of the employer **
	Determining wage for severance pay purposes	Gross wages *
1	13%	5%
2	(11%)	(18%)
3	5%	6%
4	2%	(2%)
5	3%	(3%)
6	0%	(9%)
7	7%	2%
8	(8%)	(10%)
9	(4%)	(3%)
10	(7%)	(7%)
11	(1%)	(6%)
12	(6%)	(4%)

In the table above - % below 0 reflects a gap in favor of the men

(*) Gross wages include salary components that are not included in the determining wage for severance pay purposes, such as: bonuses, education, regular overtime, on-call.

(**) The pay gaps are due, inter alia, to salary components that are based on overtime, shifts and on-call undertaken.

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Average wage pay gaps between all employees of the employer, by gender:

Determining wage for severance pay purposes	Gross wages
(5%)	(9%)

Rate of employees with wages below the average monthly wages for a full-time position in the workplace, by gender:

	Determining wage for severance pay purposes	Gross wages
Female employees	30%	32%
Male employees	26%	25%

Rate of employees eligible for minimum wage supplement by virtue of an agreement or an arrangement, by selected classification:

In2023, no employees at TASE were eligible for minimum wage supplement.



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