

Equal Pay for Male and Female Workers

Public Report for 2021

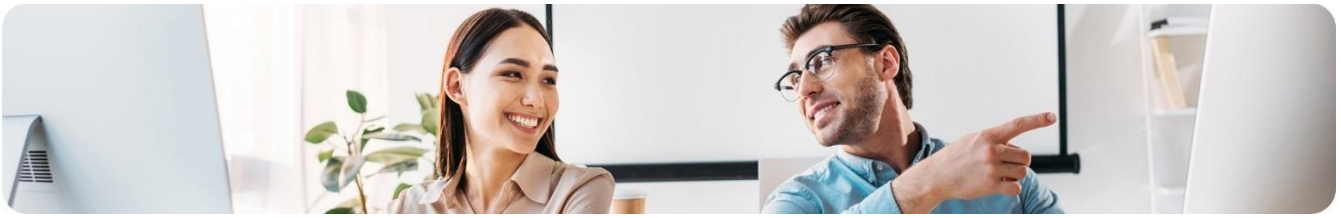
The Tel-Aviv Stock Exchange

Report issue date: 1/6/2022 **Sector:** Finance

Equal Pay for Female and Male Workers

On 1/6/2022, Amendment No. 6 to the Male and Female Workers Equal Pay Law, 1996 will take 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 **	Rate of pay gap in average monthly wages for part-time positions between all female employees and male employees of the employer **	Rate of pay gap in average monthly wages for part-time positions between all female employees and male employees of the employer **	Rate of pay gap in average monthly wages for full-time positions between all female employees and male employees of the employer **	Rate of pay gap in average monthly wages for full-time positions between all female employees and male employees of the employer **	Average employment percentage at the group
	Determining wage for severance pay purposes	Gross wages *	Determining wage for severance pay purposes	Gross wages *	Determining wage for severance pay purposes	Gross wages *	
1	6%	18%					
2	(10%)	(11%)					
3	(2%)	5%					
4	1%	(4%)					
5	(1%)	(6%)					
6	(2%)	(6%)					
7	2%	(4%)					
8	(1%)	(6%)					
9	(2%)	1%					
10	(7%)	(5%)					
11	8%	4%					
12	(7%)	(1%)					

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

Determining wage for severance pay purposes	Gross wages
(11%)	(15%)

Average wage pay gaps between the employees of the employer included in the collective agreement, by gender:

Determining wage for severance pay purposes	Gross wages
(9%)	(12%)

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.

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

	Gross wages	Determining wage for severance pay purposes	Notes
Female employees	37%	37%	
Male employees	24%	25%	

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

	Gross wages	Determining wage for severance pay purposes	Notes
Female employees			
Male employees			

In 2021, no employees at TASE were eligible for minimum wage supplement.



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