

# Gender Gap Report for 2022



Name of the workplace Bezeq - The Israel Telecommunication Corp. Ltd.	Report issued in: 2022
Operating segment: Telecommunication providers/infrastructure	Number of men and women at the workplace: 6,812

Breakdown of the data in the workplace is based on employment in 17 groups

Groups	1	2	3	4	5	6	7	8
<b>Percentage of the average monthly salary gaps between all men and women employed at the Company</b>								
Fixed salary for compensation	- 16%	0%	- 4%	- 4%	- 6%	- 6%	- 3%	+ 6%
Gross salary	- 8%	- 3%	- 4%	- 10%	- 10%	- 3%	- 8%	+ 6%
Gross salary + employer contributions	- 8%	- 2%	- 3%	- 9%	- 9%	- 3%	- 7%	+ 6%
<b>Percentage of the average monthly salary gaps between men and women employed in a part-time position at the Company</b>								
Fixed salary for compensation	---	---	+ 7%	---	---	---	---	---
Gross salary	---	---	+ 35%	---	---	---	---	---
Gross salary + employer contributions	---	---	+ 31%	---	---	---	---	---
<b>Percentage of the average monthly salary gaps between men and women employed in a full time position at the Company</b>								
Fixed salary for compensation	- 16%	0%	- 5%	- 4%	- 6%	- 7%	- 3%	+ 6%
Gross salary	- 8%	- 4%	- 4%	- 10%	- 10%	- 5%	- 8%	+ 5%
Gross salary + employer contributions	- 8%	- 4%	- 4%	- 9%	- 9%	- 4%	- 7%	+ 6%

When men's salaries are higher than women's salaries, the percentage difference appears as a negative difference with a minus sign (-); when women's salaries are higher than men's salaries, the percentage difference appears as positive with a plus sign (+).

Average percentage of employment in the Group	100%	100%	100%	100%	100%	100%	100%	99%
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Percentage of men and women with a salary that is lower than the average monthly salary for a full-time position at the workplace, based on the chosen breakdown, by gender

Percentage of women and men who are paid a supplement to the minimum salary under an agreement or arrangement, based on the chosen breakdown, by gender

Group	Women	Men	Group	Women	Men
1	75%	44%	5	67%	33%
2	59%	64%	6	56%	54%
3	79%	78%	7	57%	46%
4	66%	46%	8	56%	62%

  

Group	Women	Men	Group	Women	Men
1	0%	0%	5	0%	0%
2	0%	0%	6	0%	0%
3	0%	0%	7	0%	0%
4	0%	0%	8	0%	0%

Salaries were compared when they are normalized (meaning, calculated accordingly) for a full-time position and a full year of work. However, the weight of employees who worked for part of the year in the calculation is lower



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Groups	9	10	11	12	13	14	15	16
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### Percentage of the average monthly salary gaps between all men and women employed at the Company

Fixed salary for compensation	- 1%	- 8%	- 1%	- 9%	+ 38%	+ 10%	+ 5%	- 14%
Gross salary	+ 10%	- 13%	- 3%	- 9%	+ 12%	- 4%	- 5%	- 20%
Gross salary + employer contributions	+ 10%	- 12%	- 2%	- 8%	+ 12%	- 3%	- 4%	- 20%

### Percentage of the average monthly salary gaps between men and women employed in a part-time position at the Company

Fixed salary for compensation	---	---	---	---	---	---	+ 46%	---
Gross salary	---	---	---	---	---	---	+ 34%	---
Gross salary + employer contributions	---	---	---	---	---	---	+ 34%	---

### Percentage of the average monthly salary gaps between men and women employed in a full time position at the Company

Fixed salary for compensation	- 1%	- 8%	- 2%	- 9%	+ 38%	+ 10%	+ 5%	- 14%
Gross salary	+ 10%	- 13%	- 5%	- 9%	+ 12%	- 4%	- 6%	- 20%
Gross salary + employer contributions	+ 10%	- 12%	- 4%	- 8%	+ 12%	- 3%	- 5%	- 20%

When men's salaries are higher than women's salaries, the percentage difference appears as a negative difference with a minus sign (-); when women's salaries are higher than men's salaries, the percentage difference appears as positive with a plus sign (+).

Average percentage of employment in the Group	100%	100%	100%	100%	100%	100%	99%	100%
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Percentage of men and women with a salary that is lower than the average monthly salary for a full-time position at the workplace, based on the chosen breakdown, by gender

9	Women 0%	Men 54%	13	Women 20%	Men 62%
10	Women 50%	Men 32%	14	Women 57%	Men 47%
11	Women 55%	Men 53%	15	Women 55%	Men 46%
12	Women 73%	Men 41%	16	Women 79%	Men 37%

Percentage of women and men who are paid a supplement to the minimum salary under an agreement or arrangement, based on the chosen breakdown, by gender

9	Women 0%	Men 0%	13	Women 0%	Men 0%
10	Women 0%	Men 0%	14	Women 0%	Men 0%
11	Women 0%	Men 0%	15	Women 0%	Men 0%
12	Women 0%	Men 0%	16	Women 0%	Men 0%

Salaries were compared when they are normalized (meaning, calculated accordingly) for a full-time position and a full year of work. However, the weight of employees who worked for part of the year in the calculation is lower



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<b>Groups</b>	<b>17</b>
<b>Percentage of the average monthly salary gaps between all men and women employed at the Company</b>	
Fixed salary for compensation	- 4%
Gross salary	- 5%
Gross salary + employer contributions	- 5%
<b>Percentage of the average monthly salary gaps between men and women employed in a part-time position at the Company</b>	
Fixed salary for compensation	---
Gross salary	---
Gross salary + employer contributions	---
<b>Percentage of the average monthly salary gaps between men and women employed in a full time position at the Company</b>	
Fixed salary for compensation	- 4%
Gross salary	- 6%
Gross salary + employer contributions	- 6%

When men's salaries are higher than women's salaries, the percentage difference appears as a negative difference with a minus sign (-); when women's salaries are higher than men's salaries, the percentage difference appears as positive with a plus sign (+).

<b>Average percentage of employment in the Group</b>	<b>100%</b>
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Percentage of men and women with a salary that is lower than the average monthly salary for a full-time position at the workplace, based on the chosen breakdown, by gender

Percentage of women and men who are paid a supplement to the minimum salary under an agreement or arrangement, based on the chosen breakdown, by gender

17	<b>Women</b> 48%	<b>Men</b> 47%
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17	<b>Women</b> 0%	<b>Men</b> 0%
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