

Equal Pay for Female and Male Employees Law

2022 Public Report

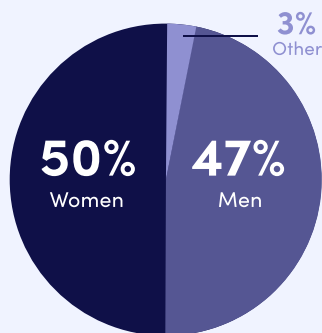
Workplace
monday.com

Sector
High-tech and technology

No. of Employees in 2022
1,129

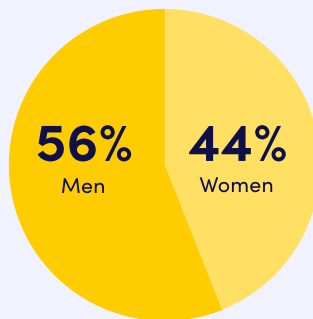
Date of Issue of Report
June 2023

Representation
by Gender*



*Based on global data (all monday.com sites)

Representation by
Management Position**



**Including executive management

0.3%

Weighted average wage gap
between men and women

Divided into 15 groups:

- All groups had a small wage gap of less than 4.5%.
- In 7 groups, women's wages were higher.
- In 8 group, men's wages were higher.

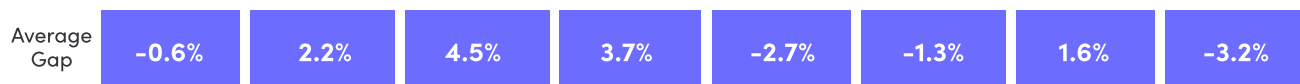
Gender equality at monday.com

- Diversity, inclusion, and gender equality are part of our responsibility as a company to create a work environment that enables equality in professional development. monday.com's remuneration policy is the same for men and women, regardless of gender.
- For years, monday.com has maintained its commitment to equal pay by double-checking and proactively reviewing employees' wages twice a year, to ensure that women and men get paid according to their skills, experience, and performance.
- At monday.com global group, women make up 50% of the workforce, and men make up 47% of the workforce (3% are not defined).
- At monday.com global group, there are 44% women and 56% men in management positions (including executive management).
- monday.com believes that gender equality is also reflected in providing equal opportunities for promotion and development. Of the total promotions in monday.com global group in 2022, 55% of those promoted were women.
- The weighted average wage gap at monday.com (Israel) between women and men, according to the provisions of the Equal Pay for Male & Female Employees Law, is 0.3% in favor of men's wages.
- The data was broken down into 15 groups according to job, seniority, managerial level and nature of the work. The company has groups that were reviewed, but do not include a sufficient number of women or men, and therefore were not included in the report due to concerns that the information would infringe on the privacy of the employees and/or would not accurately reflect the gaps (if any).
- We are committed to continuing to work towards gender equality, preventing gaps and giving equal remuneration to our employees.

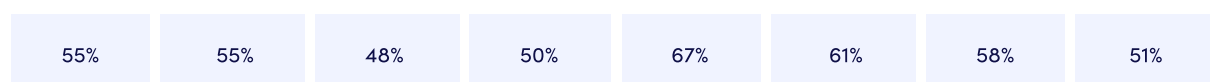
Public Report for 2022 (Israel)



When men's wages are higher than women's wages, the rate of the gap appears as a negative rate; when women's wages are higher than men's wages, the rate of the gap appears as a positive rate



The percentage of men in the group whose wages are lower than the average wage in the group



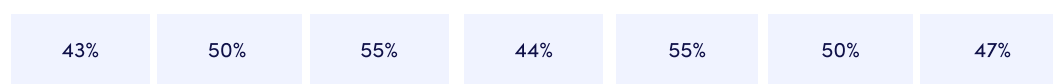
The percentage of women in the group whose wages are lower than the average wage in the group



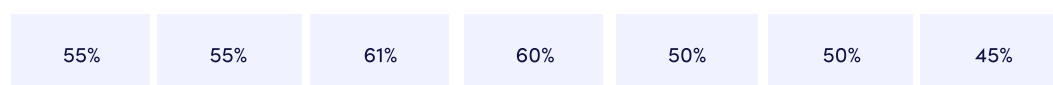
When men's wages are higher than women's wages, the rate of the gap appears as a negative rate; when women's wages are higher than men's wages, the rate of the gap appears as a positive rate



The percentage of men in the group whose wages are lower than the average wage in the group



The percentage of women in the group whose wages are lower than the average wage in the group



1. It should be noted that the number of women and men employed by the company part-time is less than 20 employees. Therefore, these employees were included by normalizing their data to full-time employment and comparing them with the entire workforce, each in accordance with their group.
2. There aren't any women and men at monday.com who are employed by the company and receive supplementary minimum wage payments.
3. The division into groups was for the purpose of applying the provisions of Section 6B(b) of the Equal Pay for Male & Female Employees Law. For the avoidance of any doubt, women and men included in the same group do not necessarily perform work that is the same, essentially similar, or equivalent. Furthermore, these employees may belong to different groups within the organization.
4. The figures refer to the gross wage which determines for severance pay.