Equal Pay for Female and Male Employees Law

CHECK POINT™

2021 Results
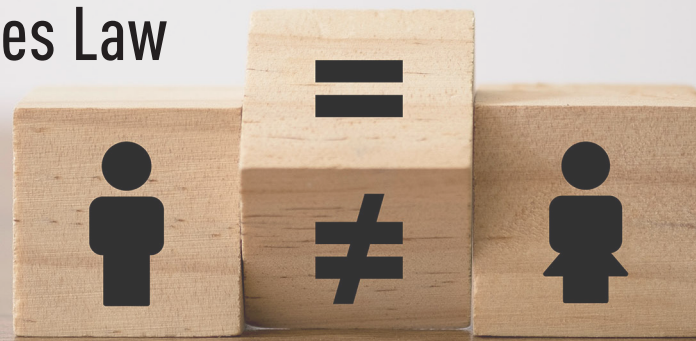
Name of workplace: Check Point Software Technologies	**Industry:** Hi-Tech and Technology	**Report Issue Date:** May 22, 2022

Check Point champions equal opportunities and equal employment and salary conditions for its employees, and in this context, it supports gender equality and works to promote women.

Since its founding, Check Point has been committed to providing equal pay to women and men in the same position, and we are happy and proud to report that our assessment revealed there are no pay gaps between women and men in the same positions and ranks within the Company.

In compliance with legal regulations, we segmented employees into 35 groups with similar characteristics in terms of position, rank, and department to ensure a precise evaluation of potential salary disparities between female and male employees carrying out similar job responsibilities.

In 30 of the groups, small variations of a few percentage points (between only 0.2% and 5%) were observed. In 18 groups the differences were in favor of women, and in 17 they were in favor of men. In all events, in the majority of the groups the gap did not exceed 3%, and in an analysis of the larger groups we saw that the average gap was only 2%. There were no instances where the gap exceeded 7.5% (in favor of either women or men). Another analysis we performed to investigate pay disparities revealed that the gaps were a result of variations in tenure, experience, or professional achievements. Moreover, we discovered that as women move up the management ladder at Check Point, such gaps tend to work in their favor.

The report specified here presents a snapshot of each of the groups. When the salary of male employees is higher than female employees, the difference is stated as a negative percentage with a minus sign (–); when the salary of female employees is higher than male employees, the difference is stated as a positive percentage with a positive sign (+).

The workplace data is divided into 35 groups according to tenure and occupation, incorporating diverse elements associated with job level, position, and length of service.

The groups are structured in the following way:

> 25 groups of 1-50 female and male employees
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> 4 groups of 51-100 female and male employees
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> 3 groups of 101-200 female and male employees
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> 1 group of 201-300 female and male employees
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> 1 group of 301-400 female and male employees
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> 1 group of 401-500 female and male employees

The salary comparisons have been standardized to reflect a full-time salary and a complete year of work, with employees who worked part Lof the year given less weight in the calculation.

Based on our examination, we did not identify any women or men whose compensation was structured to meet the minimum wage requirements under an agreement or arrangement.
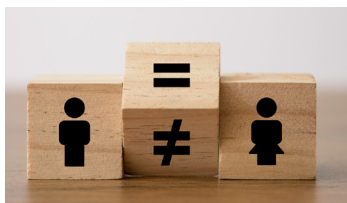
Segment	Average monthly pay gaps between all women and men employed by the employer: Gross Salary	Average monthly pay gaps between women and men employed by the employer part-time: Gross Salary	Average monthly pay gaps between women and men employed by the employer full-time: Gross Salary	Average percentage of full-time equivalent (FTE) in the segment	Percentage of men and women whose salaries are lower than the average monthly full-time salary
1	0%	—	+1%	97%	Women: 75% | Men: 66%
2	+2%	—	+2%	100%	Women: 25% | Men: 50%
3	+2%	—	+4%	98%	Women: 58% | Men: 50%
4	+2%	—	+2%	100%	Women: 50% | Men: 67%
5	+3%	—	+3%	100%	Women: 62% | Men: 71%
6	+0%	—	+0%	100%	Women: 56% | Men: 50%
7	+7%	—	+7%	100%	Women: 60% | Men: 60%
8	+0%	—	+0%	100%	Women: 33% | Men: 50%
9	−3%	—	−3%	100%	Women: 54% | Men: 50%
10	−2%	—	−2%	100%	Women: 56% | Men: 60%
11	−3%	0%	−5%	98%	Women: 64% | Men: 57%
12	−2%	−2%	−3%	99%	Women: 55% | Men: 57%
13	−4%	−12%	−2%	95%	Women: 54% | Men: 50%
14	−3%	−10%	−1%	44%	Women: 48% | Men: 50%
15	+6%	+6%	—	68%	Women: 67% | Men: 56%
16	−5%	—	−6%	98%	Women: 63% | Men: 50%
17	+5%	—	+5%	100%	Women: 75% | Men: 66%
18	+2%	—	+1%	97%	Women: 25% | Men: 50%
19	+7%	—	+7%	98%	Women: 58% | Men: 50%
20	−4%	—	−4%	100%	Women: 50% | Men: 67%
21	+2%	—	+5%	97%	Women: 62% | Men: 71%
22	+1%	+17%	−2%	89%	Women: 56% | Men: 50%
23	+4%	—	+9%	96%	Women: 60% | Men: 60%
24	−2%	—	−2%	100%	Women: 33% | Men: 50%
25	−6%	—	−6%	100%	Women: 33% | Men: 63%
26	+3%	—	+3%	100%	Women: 54% | Men: 50%
27	+5%	—	+8%	97%	Women: 67% | Men: 57%
28	−8%	—	−8%	100%	Women: 83% | Men: 75%
29	−5%	—	−5%	100%	Women: 67% | Men: 50%
30	−2%	—	+11%	98%	Women: 33% | Men: 70%
31	−6%	—	−6%	100%	Women: 65% | Men: 55%
32	+1%	—	+1%	100%	Women: 61% | Men: 67%
33	+6%	—	+20%	100%	Women: 67% | Men: 69%
34	−3%	—	−3%	100%	Women: 53% | Men: 36%
35	−1%	—	0%	98%	Women: 65% | Men: 55%