



Equal Pay for Female and Male Employees Law

Public Report for 2022

Name of workplace:
Check Point Software Technologies

Industry:
Hi-Tech and Technology

Report Issue Date:
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 always paid women and men in the same positions equally, and we are happy and proud to report that our review revealed that on average, for the second year in a row, there are no pay gaps in the Company between women and men in the same positions and ranks.

In accordance with the requirements of the law, we segmented the employees into 36 groups with similar characteristics in terms of position, rank, and department, in order to check as accurately as possible whether there are pay differences between women and men performing materially similar work.

In observing the groups themselves, we found that the number of groups in which the gaps were in favor of the women is equal to the number of groups in which the gaps were in favor of the men. In general, these were gaps of a few percentages and no more than 3.5%. The source of the gaps derives from differences in time with the Company, experience, or personal professional achievements.

In addition, the senior management team in Check Point Israel comprises 27% women, who receive an average salary that is 26% higher than that of their male counterparts.

The report presents a snapshot of each of the groups, with the symbol (+) representing a gap in favor of women and the symbol (-) representing a gap in favor of men.

The workplace data is segmented according to time with the Company and profession, whereby there are 36 groups in this segmentation.

	Average monthly pay gaps between all women and men employed by the employer	Average monthly pay gaps between women and men employed by the employer part-time	Average monthly pay gaps between women and men employed by the employer full-time	Average percentage of full-time equivalent (FTE) in the segment	The percentage of men and women whose salaries are lower than the average monthly full-time salary in the workplace, according to the selected segmentation, by gender:
1	6.30%	---	6.30%	100.00%	Women 66.7% Men 50%
2	3.40%	---	4.40%	98.70%	Women 60% Men 52.6%
3	0.80%	---	0.80%	100.00%	Women 70% Men 57.1%
4	2.20%	---	2.20%	100.00%	Women 45.5% Men 44.4%
5	2.60%	-4.80%	---	57.40%	Women 44.4% Men 40%
6	0.20%	---	0.20%	100.00%	Women 60% Men 52.9%
7	2.50%	---	---	96.00%	Women 33.3% Men 50%
8	0.50%	---	---	97.10%	Women 75% Men 66.7%
9	-2.80%	---	-2.80%	100.00%	Women 63.6% Men 66.2%
10	2.90%	---	3.80%	96.60%	Women 52.9% Men 63.2%
11	-0.90%	---	-0.90%	100.00%	Women 50% Men 66.7%
12	8.10%	---	8.10%	100.00%	Women 58.6% Men 80%
13	-1.30%	---	-1.30%	99.90%	Women 58% Men 58.2%
14	-1.10%	-4.60%	-1.00%	99.30%	Women 54.7% Men 51.5%
15	-3.30%	---	-1.30%	97.20%	Women 60% Men 50%
16	1.90%	---	1.90%	100.00%	Women 57.1% Men 45.5%
17	-6.10%	---	-10.90%	97.50%	Women 60% Men 50%
18	-3.70%	-3.70%	---	38.60%	Women 66.7% Men 48.5%
19	-4.60%	---	-4.60%	100.00%	Women 75% Men 46.2%
20	-4.70%	---	-4.70%	100.00%	Women 60% Men 40%
21	2.40%	---	2.40%	100.00%	Women 55.6% Men 67.8%
22	-2.50%	---	-3.40%	98.70%	Women 64% Men 63.6%
23	7.50%	---	7.50%	100.00%	Women 50% Men 73.3%
24	1.00%	---	1.00%	100.00%	Women 55.6% Men 75%
25	-6.40%	---	-5.50%	97.60%	Women 80% Men 45.5%
26	3.20%	---	2.90%	98.90%	Women 57.1% Men 53.8%
27	-8.00%	-7.30%	-14.20%	67.80%	Women 75% Men 47.5%
28	3.60%	---	4.90%	97.50%	Women 63.4% Men 61.1%
29	-4.90%	---	-4.90%	100.00%	Women 66.7% Men 50%
30	10.60%	---	10.60%	100.00%	Women 33.3% Men 75%
31	-4.80%	-4.80%	---	35.80%	Women 50% Men 50%
32	5.40%	---	5.40%	100.00%	Women 40% Men 75%
33	-3.70%	---	-5.60%	99.70%	Women 70% Men 51.9%
34	-1.00%	-9.50%	2.80%	88.00%	Women 60.3% Men 51.6%
35	-3.20%	---	-3.20%	100.00%	Women 37.5% Men 50%
36	-2.90%	-7.80%	-2.30%	97.00%	Women 57.9% Men 55.8%