

## Equal Pay for Female and Male Employees Law

### Public Report for 2023

Name of workplace:  
Check Point Software Technologies

Industry:  
Hi-Tech and Technology

Report Issue Date:  
2023

We are proud to share that in a review of our male and female employees, we have found that again this year, there are no pay gaps between women and men in the same positions and ranks! As a company that champions equal opportunities and gender equality, we are proud of these figures.

We are also proud of the fact that in an in-depth review of all of the groups in the report this year, it was found that in most cases where there was a previous gap in favor of the men, there has been an improvement in favor of the women in the organization.

As in each year, all of the male and female employees of the company were divided into 35 groups which are based on similar professional characteristics in terms of position, rank and departments.

As aforesaid, this review revealed that there is no gap between women and men in the same positions and ranks. It is important to emphasize that in cases where a certain gap appeared in the same group, it was not related to the gender of the employee but to differences in time with the company, experience, personal professional achievements and specific issues such as these.

More information about the review may be received from the HR team.

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 35 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	3.30%	---	3.30%	100.00%	Women 37.5%   Men 59.5%
2	0.20%	---	0.20%	99.80%	Women 77.8%   Men 69.4%
3	2.00%	---	2.00%	100.00%	Women 40%   Men 50%
4	-1.10%	---	-2.40%	98.40%	Women 63.3%   Men 62.9%
5	3.20%	---	3.20%	100.00%	Women 50%   Men 70%
6	2.10%	---	1.70%	97.90%	Women 646.2%   Men 33.3%
7	2.90%	---	1.80%	96.50%	Women 45%   Men 66.7%
8	-2.50%	---	-2.50%	100.00%	Women 45.5%   Men 44.1%
9	-2.60%	---	-2.60%	100.00%	Women 62.5%   Men 55%
10	4.90%	---	4.90%	100.00%	Women 50%   Men 60%
11	-4.30%	-17.20%	1.80%	94.50%	Women 55%   Men 46.7%
12	-2.60%	-10.50%	-1.90%	97.40%	Women 61.6%   Men 52%
13	3.60%	---	3.60%	100.00%	Women 41.7%   Men 50.6%
14	-3.30%	---	-3.30%	100.00%	Women 61.8%   Men 54.2%
15	-3.80%	---	-4.00%	99.50%	Women 62.3%   Men 57.3%
16	8.80%	---	8.80%	100.00%	Women 71.4%   Men 61.5%
17	-4.50%	---	-4.50%	100.00%	Women 60%   Men 60%
18	-3.40%	---	-3.40%	100.00%	Women 63.6%   Men 65.5%
19	8.50%	---	8.50%	100.00%	Women 33.3%   Men 60%
20	-5.60%	---	-5.60%	100.00%	Women 77.8%   Men 50%
21	-6.00%	---	-6.00%	99.70%	Women 72.7%   Men 57.3%
22	3.50%	---	3.50%	100.00%	Women 77.8%   Men 100%
23	-7.00%	-7.00%	-7.00%	37.50%	Women 44.4%   Men 53.8%
24	-3.30%	---	-3.30%	100.00%	Women 4.7%   Men 50%
25	-4.00%	-4.00%	---	40.30%	Women 25%   Men 56.4%
26	6.70%	---	6.70%	100.00%	Women 50%   Men 57.1%
27	-2.40%	---	-2.40%	100.00%	Women 66.7%   Men 64.7%
28	-2.20%	---	0.70%	94.70%	Women 53.6%   Men 50%
29	3.40%	---	10.00%	89.80%	Women 54.5%   Men 68.9%
30	1.90%	---	2.30%	99.00%	Women 48%   Men 56%
31	-0.10%	---	-0.10%	100.00%	Women 50%   Men 40%
32	1.50%	---	-4.40%	97.30%	Women 50%   Men 66.7%
33	-0.10%	---	-0.10%	100.00%	Women 57.1%   Men 40%
34	0.50%	---	0.50%	100.00%	Women 66.7%   Men 66.7%
35	0.10%	---	0.10%	100.00%	Women 55.6%   Men 40%