

Equal Pay for Female and Male Employees Law

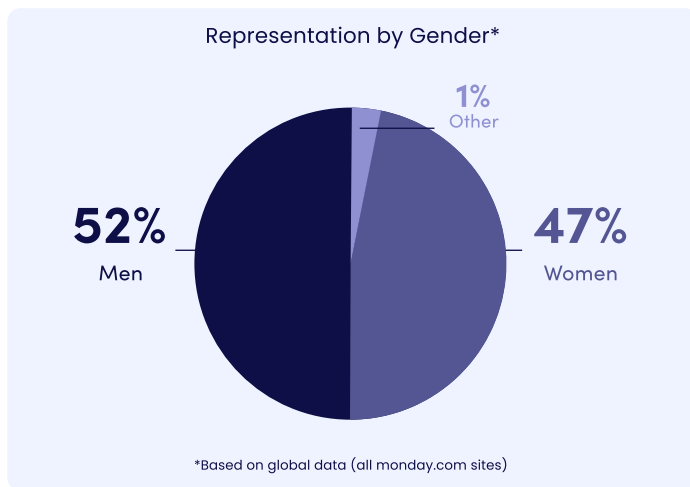
2025 Public Report

Workplace
monday.com

Sector
High-tech and technology

No. of Employees in Israel in 2025
1,940

Date of Issue of Report
June 2026



1.1%

Weighted average wage gap
between men and women

Divided into 17 groups:

- All groups had a small wage gap of less than 4.6%.
- In 9 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 47% of the workforce, and men make up 52% of the workforce.
- 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 1.1% in favor of men's wages.
- The data was broken down into 17 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 2025 (Israel)

Group	1	2	3	4	5	6	7	8
-------	---	---	---	---	---	---	---	---

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

Salary for severance	-4.3%	2.5%	-1.5%	-4.6%	1.3%	0.0%	-2.1%	-1.7%
----------------------	-------	------	-------	-------	------	------	-------	-------

Gross salary	-4.4%	5.6%	-2.5%	-2.4%	-5.2%	-0.1%	-3.2%	-1.6%
--------------	-------	------	-------	-------	-------	-------	-------	-------

Gross salary + employer contributions	-4.8%	4.6%	-1.2%	-2.0%	-2.8%	0.3%	-3.8%	-1.7%
---------------------------------------	-------	------	-------	-------	-------	------	-------	-------

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

47%	73%	75%	49%	61%	64%	48%	53%
-----	-----	-----	-----	-----	-----	-----	-----

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

57%	47%	51%	57%	61%	60%	57%	56%
-----	-----	-----	-----	-----	-----	-----	-----

Group	9	10	11	12	13	14	15	16	17
-------	---	----	----	----	----	----	----	----	----

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

Salary for severance	-2.6%	0.6%	4.1%	2.8%	0.1%	0.8%	3.9%	-1.6%	-1.4%
----------------------	-------	------	------	------	------	------	------	-------	-------

Gross salary	-5.2%	1.6%	4.9%	-2.7%	-2.6%	3.1%	-1.1%	-3.7%	1.4%
--------------	-------	------	------	-------	-------	------	-------	-------	------

Gross salary + employer contributions	-4.9%	2.7%	4.6%	-4.3%	-2.7%	3.3%	0.2%	-3.8%	2.0%
---------------------------------------	-------	------	------	-------	-------	------	------	-------	------

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

47%	50%	71%	62%	46%	61%	71%	59%	63%
-----	-----	-----	-----	-----	-----	-----	-----	-----

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

66%	50%	44%	61%	52%	62%	47%	64%	53%
-----	-----	-----	-----	-----	-----	-----	-----	-----

1. It should be noted that the number of women and men employed by the company part-time is less than 25 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. Payments for actual work performed during reserve duty have been excluded.