



# 2021

## Gender Pay Gap Report for Microsoft Israel R&D Center

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Diversity and Inclusion are key values for us at Microsoft, and we are continually evolving our inclusive culture to create an environment where everyone is respected, safe and able to do their best work.

Our gender pay gap report was created in alignment to the Equal Pay Law, which states that the report must organize employees into segments while complying with privacy laws and protecting information security. As a result, these segments include a range of job titles and levels. The results compare the average gross wage of all men with the average gross wage of all women, during 2021, within each segment.

Microsoft is committed to the principle of equal pay for substantially similar work. We are focused on increasing our women representation across the company, and we continue to work towards balance at every level in the organization to close any gaps.

Segmentation Group	Percentage of the average monthly wage gaps between ALL the men/women employees	Percentage of the average monthly wage gap for a part time job position between men/women employees	Percentage of the average wage gap per month for a full-time job position between men/women employees	Partiality of the average in a group
1	2.47%	--	2.04%	99.75%
2	-0.74%	--	-1.56%	99.78%
3	-1.66%	--	-1.57%	99.65%
4	-2.20%	-1.59%	-2.14%	98.68%
5	-3.11%	-3.11%	--	49.64%
6	-5.58%	--	-10.22%	98.42%

\* A negative result indicates that the pay gap is in favour of men, and a positive result indicates that the gap is in favour of women.

Percentage of employees whose wages are lower than the average monthly wage for a full-time job in the workplace, according to the segment chosen (without specifying the name of the groups of workers in the workplace), with regard to gender:

1. Men employees: 71.52% Women employees: 63.33%
2. Men employees: 50.11% Women employees: 52.88%
3. Men employees 51.72% Women employees: 53.20%
4. Men employees: 49.82% Women employees 48.26%
5. Men employees: 71.08% Women employees: 68.24%
6. Men employees: 50.00% Women employees: 54.24%

- There are no employees that receive a supplement to their salary in order to reach minimum wage.
- Due to the small number of employees who work part-time, we have inserted N/A and will not be publishing data in respect of the sections marked with an asterisk. This is necessary in order to maintain employee confidentiality.
- The sixth segmentation group represents approximately 3% of Microsoft Israel R&D Center's employees.