

Name of the workplace Bezeq - The Israel Telecommunication Corp. Ltd.	Report is 2022
Operating segment:	Number
Telecommunication providers/infrastructure	6,812

issued in:

r of men and women at the workplace:

Breakdown of the data in the workplace is based on employment in 17 groups

	•		•••	-	•			
Groups	1	2	3	4	5	6	7	8
Percentage of the average monthly salary gaps between all men and women employed at the Company								
Fixed salary for compensation	- 16%	0%	- 4%	- 4%	- 6%	- 6%	- 3%	+ 6%
Gross salary	- 8%	- 3%	- 4%	- 10%	- 10%	- 3%	- 8%	+ 6%
Gross salary + employer contributions	- 8%	- 2%	- 3%	- 9%	- 9%	- 3%	- 7%	+ 6%
Percentage of the average monthly salary gaps between men and women employed in a part-time position at the Company								ition at
Fixed salary for compensation			+ 7%					
Gross salary			+ 35%					
Gross salary + employer contributions			+ 31%					
Percentage of the average month Company	ly salary g	gaps betw	een men a	and wome	n employe	ed in a full	time posit	tion at the
Fixed salary for compensation	- 16%	0%	- 5%	- 4%	- 6%	- 7%	- 3%	+ 6%
Gross salary	- 8%	- 4%	- 4%	- 10%	- 10%	- 5%	- 8%	+ 5%
Gross salary + employer contributions	- 8%	- 4%	- 4%	- 9%	- 9%	- 4%	- 7%	+ 6%

When men's salaries are higher than women's salaries, the percentage difference appears as a negative difference with a minus sign (-); when women's salaries are higher than men's salaries, the percentage difference appears as positive with a plus sign (+).

Average percentage of	100%	100%	4000/	1009/	4000/	100%	1000/	99%
employment in the Group	100 /0	100 /0	100%	100 /0	100 /0	100 /0	100%	99 /0

Percentage of men and women with a salary that is lower than the av erage monthly salary for a full-time position at the workplace, based on the chosen breakdown, by gender

Percentage of women and men who are paid a supplement to the minimum salary under an agreement or arrangement, based on the

1	Women 75%	Men 44%	5	Women 67%	Men 33%
2	Women 59%	Men 64%	6	Women 56%	Men 54%
3	Women 79%	Men 78%	7	Women 57%	Men 46%
4	Women 66%	Men 46%	8	Women 56%	Men 62%

chosen breakdown, by gender

1	Women 0%	Men 0%	5	Women 0%	Men 0%
2	Women 0%	Men 0%	6	Women 0%	Men 0%
3	Women 0%	Men 0%	7	Women 0%	Men 0%
4	Women 0%	Men 0%	8	Women 0%	Men 0%





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refecommunication providers/inirastructure

Breakdown of the data in the workplace is based on employment in 17 groups

Groups	9	10	11	12	13	14	15	16
Percentage of the average mon	thly salary	gaps betv	veen all m	en and wo	men e mplo	oyed at the	Company	,
Fixed salary for compensation	- 1%	- 8%	- 1%	- 9%	+ 38%	+ 10%	+ 5%	- 14%
Gross salary	+ 10%	- 13%	- 3%	- 9%	+ 12%	- 4%	- 5%	- 20%
Gross salary + employer contributions	+ 10%	- 12%	- 2%	- 8%	+ 12%	- 3%	- 4%	- 20%
Percentage of the average monthly salary gaps between men and women employed in a part-time position at the Company								tion at the
Fixed salary for compensation							+ 46%	
Gross salary							+ 34%	
Gross salary + employer contributions							+ 34%	
Percentage of the average mon Company	thly salary	gaps betv	veen men	andwome	n employe	d in a full 1	time positi	on at the
Fixed salary for compensation	- 1%	- 8%	- 2%	- 9%	+ 38%	+ 10%	+ 5%	- 14%
Gross salary	+ 10%	- 13%	- 5%	- 9%	+ 12%	- 4%	- 6%	- 20%
Gross salary + employer contributions	+ 10%	- 12%	- 4%	- 8%	+ 12%	- 3%	- 5%	- 20%

When men's salaries are higher than women's salaries, the percentage difference appears as a negative difference with a minus sign (-); when women's salaries are higher than men's salaries, the percentage difference appears as positive with a plus sign (+).

Average percentage of	100%	100%	100%	100%	100%	100%	99%	100%
employment in the Group	100 /0	100 /0	100 /0	100 /0	100 /0	100 /0	33 /0	100 /0

Percentage of men and women with a salary that is lower than the average monthly salary for a full-time position at the workplace, based on the chosen breakdown, by gender

9	Women 0%	Men 54%	13	Women 20%	Men 62%
10	Women 50%	Men 32%	14	Women 57%	Men 47%
11	Women 55%	Men 53%	15	Women 55%	Men 46%
12	Women 73%	Men 41%	16	Women 79%	Men 37%

Percentage of women and men who are paid a supplement to the minimum salary under an agreement or arrangement, based on the chosen breakdown, by gender

9	Women 0%	Men 0%	13	Women 0%	Men 0%
10	Women 0%	Men 0%	14	Women 0%	Men 0%
11	Women 0%	Men 0%	15	Women 0%	Men 0%
12	Women 0%	Men 0%	16	Women 0%	Men 0%

Salaries were compared when they are normalized (meaning, calculated accordingly) for a full-time position and a full year of work. However, the weight of employees who worked for part of the year in the calculation is lower





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Groups		17
Percentage of the average monthly salary gaps between all men	and women employed at the Co	mpany
Fixed salary for compensation		- 4%
Gross salary		- 5%
Gross salary + employer contributions		- 5%
Percentage of the average monthly salary gaps between men ar Company	nd women employed in a part-time	e position at the
Fixed salary for compensation		
Gross salary		
Gross salary + employer contributions		
Percentage of the average monthly salary gaps between men ar Company	nd women employed in a full time	position at the
Fixed salary for compensation		- 4%
Gross salary		- 6%
Gross salary + employer contributions		- 6%

When men's salaries are higher than women's salaries, the percentage difference appears as a negative difference with a minus sign (-); when women's salaries are higher than men's salaries, the percentage difference appears as positive with a plus sign (+).

Average percentage of employment in the Group

Percentage of men and women with a salary that is lower than the

Percentage of women and men who are paid a supplement to the minimum salary under an agreement or arrangement, based on the chosen breakdown, by gender

47	Women	Men
17	0%	0%



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lomen	Men
48%	47%

100%