

ISRAEL GENDER PAY GAP REPORT

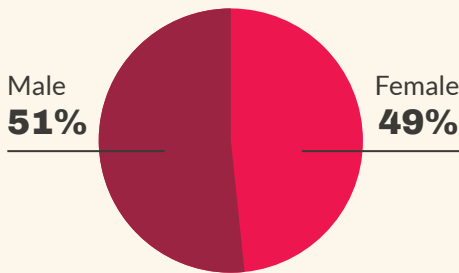
2025 Findings

This report presents HiBob Israel's gender pay gap findings for 2025 in accordance with the public reporting framework. Results are shown at the aggregate group level and do not disclose individual compensation, employee counts by group, or identifiable role or department information.

HiBob is committed to fair, consistent, and transparent compensation practices. Gender pay gap reporting helps us look at average pay outcomes across broad employee groups and identify where continued review is useful.

A gender pay gap report compares average pay between women and men within reportable groups. The result can be influenced by factors such as role mix, level, tenure, employment fraction, and compensation components included in gross salary.

HiBob workforce



Key Findings

- HiBob maintains a demographic equilibrium in its workforce, with **51% male** and **49% female** employees. At leadership levels (Director and above), representation stands at 52% male and 48% female, while the C-level achieves an exact 50/50 gender split.
- 9 out of 14 groups show gaps within a $\pm 5\%$ range.
- In 50% of groups, women's salaries are higher than men's
- There are no employees in Israel who require a minimum wage adjustment.

Methodology & Privacy

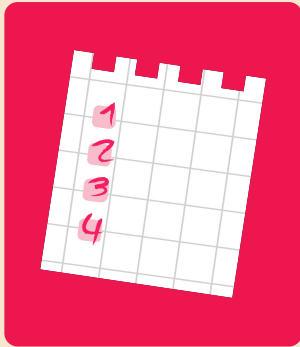
The analysis covers employees employed by HiBob Israel during the reporting period from January 1, 2025 to December 31, 2025.

Employees were segmented into 30 groups based on seniority and job function. Only groups with at least 10 employees and more than 5 employees from each gender are disclosed. 14 groups met this threshold.

A positive pay gap means women's average salary is higher than men's in that group. A negative pay gap means men's average salary is higher than women's in that group.

Ongoing Actions

HiBob remains committed to fair pay by reviewing compensation and enhancing people processes.



Key priorities include:

- Continuously monitoring pay equity to address unexplained differences.
- Using job architecture and levels to standardize pay and promotions.
- Tracking gender balance in hiring, offers, and promotion timelines.
- Promoting leadership representation through development and succession planning.
- Ensuring fair and consistent variable pay outcomes.
- Publishing annual results to drive continuous improvement.

Through structured practices and reporting, HiBob will support equitable compensation for all employees.

Pay Gap Results By Seniority & Function Group

The table below reflects the pay gap breakdown by group. Positive values favor women; negative values favor men.

Group	All employees: severance salary	All employees: gross salary	Avg. employment fraction	Women below FT avg salary	Men below FT avg salary
1	+3.3%	+3.2%	100.0%	37.5%	50.0%
2	+5.2%	+5.0%	100.0%	50.0%	55.6%
3	+3.5%	+6.6%	100.0%	35.7%	75.0%
4	+1.7%	+2.6%	100.0%	55.0%	62.5%
5	+0.1%	+0.2%	99.7%	46.2%	47.1%
6	+1.5%	+1.4%	99.5%	56.3%	58.8%
7	-8.5%	-8.0%	100.0%	58.1%	15.4%
8	-3.5%	-3.5%	100.0%	54.5%	46.7%
9	-4.3%	-7.1%	100.0%	57.1%	40.0%
10	-10.5%	-9.9%	100.0%	57.1%	27.3%
11	-5.7%	-5.8%	100.0%	45.5%	46.7%
12	-4.9%	-5.0%	100.0%	45.0%	60.0%
13	-2.3%	+3.8%	100.0%	60.0%	33.3%
14	+6.5%	+0.9%	100.0%	50.0%	44.4%