

Ribbon Israel Gender Pay Gap Report 2024

Report Issue Date : June 1st, 2025
Industry Sector: High-Tech and Technology

At Ribbon, we are committed to fair employment, equal opportunity, diversity, and inclusion – these will always be our guiding principles. Ribbon believes that analyzing and reporting gender pay gaps is an important tool in every employer’s toolkit, and we embrace the opportunity provided by the Equal Pay Law for Female and Male Employees to review compensation data in relation to gender pay gaps among our workforce in Israel.

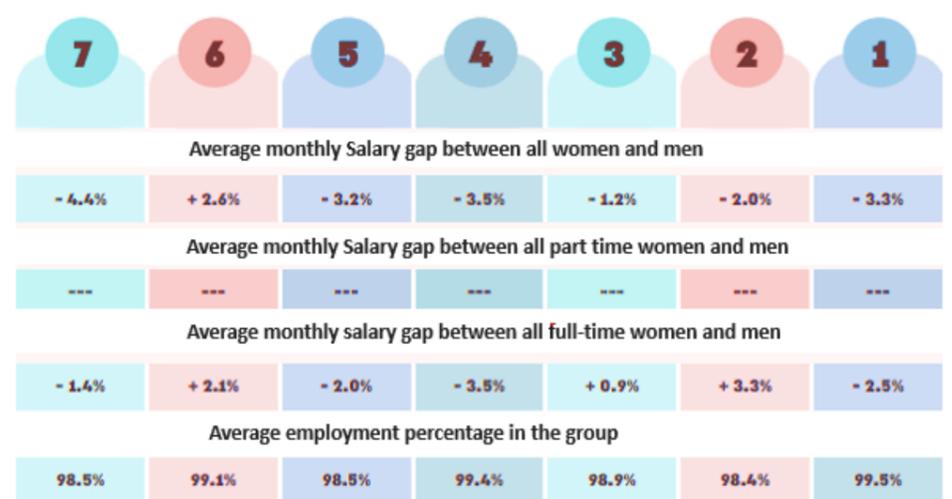
We are proud to announce that, as in previous years, the results of our in-depth examination of gender pay gaps – conducted in accordance with legal requirements – align with the company’s policy. Employment conditions at Ribbon are not influenced by gender but are determined solely based on the nature of the role and professional performance.

None of the 2024 employees received a salary supplement due to being paid below the minimum wage.

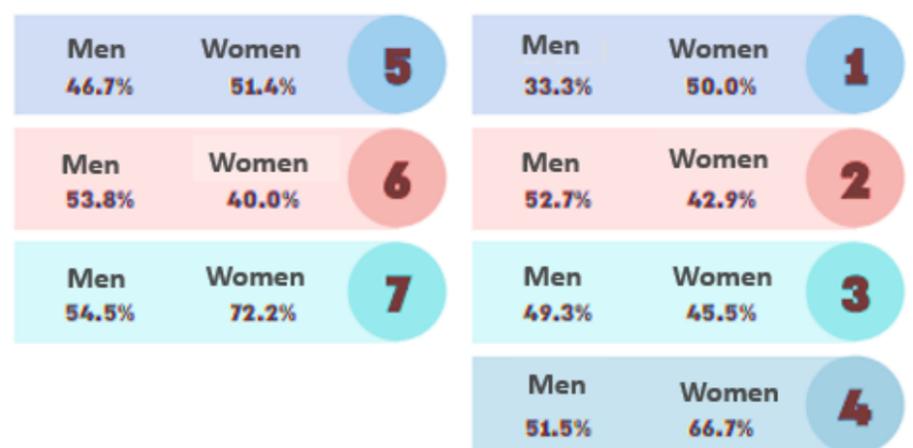
As part of the report, we categorized Ribbon employees into seven groups based on similar job characteristics.

As stated, the analysis results indicate that there is no gender-based discrimination, and that any existing gaps are generally due to legitimate, legally permitted parameters such as differences in seniority, experience, skills, and personal capabilities.

Ribbon will continue to work toward eliminating disparities and fostering an equitable, diverse, inclusive, and empowering work environment.



Gross Salary + Employer Contributions
 A negativ gap (-) means men earn more; a positive gap (+) means women earn more



The % of men and women whose monthly salary is lower than the average monthly salary by group (1-7)